

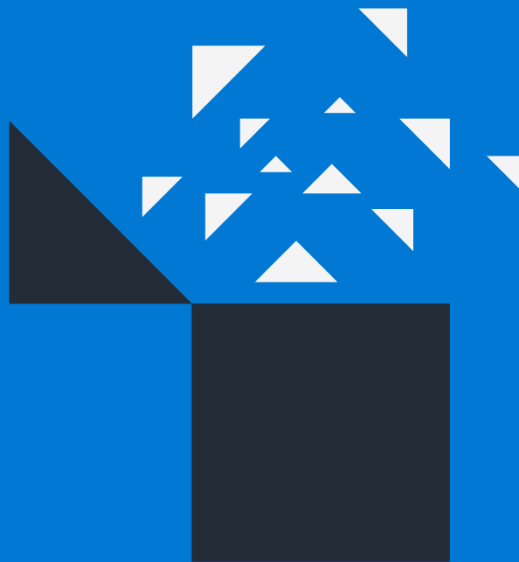
MILLIMAN REPORT

# 2022 Healthcare Report – Indiana Area

Commissioned by Apex Benefit Group, Inc.

April 7, 2023

Lauren Efferding, CEBS  
Logan Larson, CEBS



# Table of Contents

<b>02</b>	Executive Summary
<b>03</b>	Survey Statistics
<b>07</b>	Medical
<b>23</b>	Dental
<b>26</b>	Ancillary
<b>34</b>	Reliance & Limitations

# Executive Summary

2022 marked the 20<sup>th</sup> annual Benefits Benchmarking Survey for Mid-Market Employers. There were 764 unique employer responses from the Indiana Area, representing 128,257 employees and roughly \$1.7 Billion in healthcare dollars spent. As one of the largest databases of employee benefits information, participants not only have access to their individual entries, but also additional information, which allows for a deeper look into other markets, industry, employer size, and company type.

Our goal is to help employers understand how their benefit offerings and costs compare to those of their peers; ultimately, helping employers attract and retain their most valuable assets – their employees. Additional benchmarking is available beyond what is displayed in this report.

Each year we fine-tune the benchmarking results, and with our expertise as an independent third-party actuarial consulting firm, do our best to provide answers to employers' biggest questions in 2022. Our experience and expertise allow us to show the whole story: past and present. You define the future. We will show you how to get there.

A big thank you is deserved for all involved in making the 2022 survey a great success!

Milliman

# Survey Statistics

## 2022 National Statistics



**3.8 Million**  
EMPLOYEES REPRESENTED

**\$51.8 Billion**  
HEALTHCARE DOLLARS SPENT



**23,844**  
COMPANIES PARTICIPATING



## 2022 Indiana Statistics



128,257

EMPLOYEES REPRESENTED

\$1.7 Billion

HEALTHCARE DOLLARS SPENT



764

COMPANIES PARTICIPATING

## Organizational Structure

Corporation - Privately Held (LLC)	61%
Corporation - Publicly Held	24%
Partnership (LLP or Other)	5%
Government Organization	10%
Non-Profit Organization	5%
Not-for-Profit Organization	3%
Organized Labor Unions	6%



## Industry Break Down (Top 10)

31-33 Manufacturing	20%
54 Professional, Scientific, and Technical Services	16%
23 Construction	9%
52 Finance and Insurance	8%
62 Health Care and Social Assistance	7%
44-45 Retail Trade	6%
42 Wholesale Trade	5%
48-49 Transportation and Warehousing	5%
81 Other Services (except Public Administration)	5%
56 Administrative and Support and Waste Management	5%



Based on the 2022 Indiana Area survey responses


# Milliman's Online Tool At Your Fingertips

## Benchmarking For Today. Vision For Tomorrow.


You have access to online tools that are intuitive, ease to use, and flexible with extensive drill down capabilities. With these benchmarks in hand, you will be able to design your best benefit plans, understand costs, find new insights into trends, and most importantly, attract and retain key employees.



Over 29,000 employer participants nationwide



Multiple drilldowns available so you can customize your experience



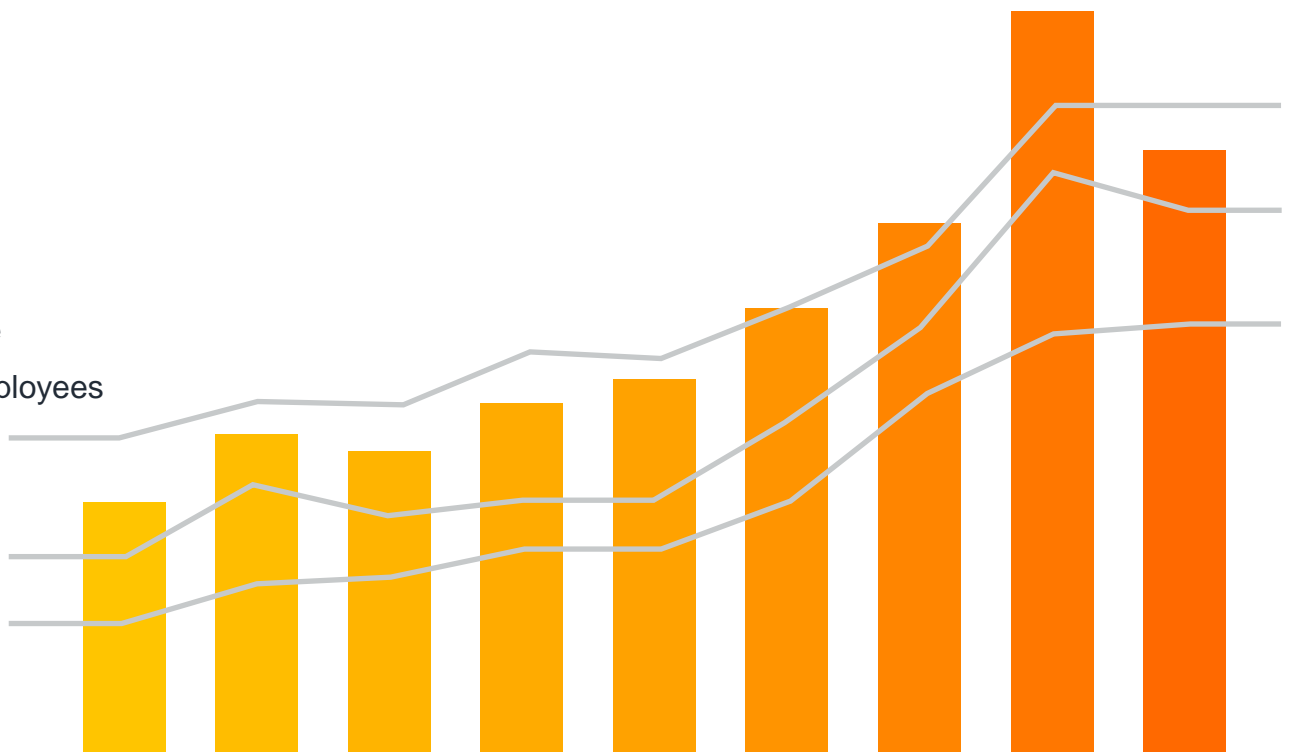
View your results alongside benchmarks within 30 minutes

Milliman Benefits Benchmarking is a comprehensive benchmarking tool covering over 100 data points including deductible, coinsurance, copays, premiums and employee contributions and offers comparison by company type, region, and industry. Milliman Benefits Benchmarking also covers components including dental, ancillary and new trends in benefits.

[www.millimanbenchmarking.com](http://www.millimanbenchmarking.com)

### Drilldown by:

- City
- State
- Industry
- NAICS Code
- Company Type
- Number of Employees

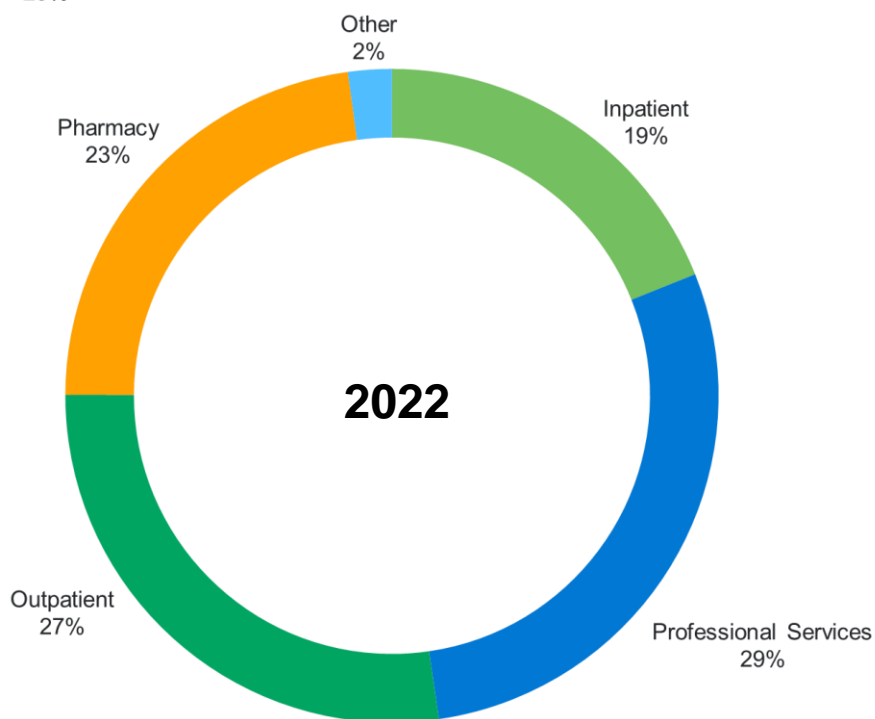
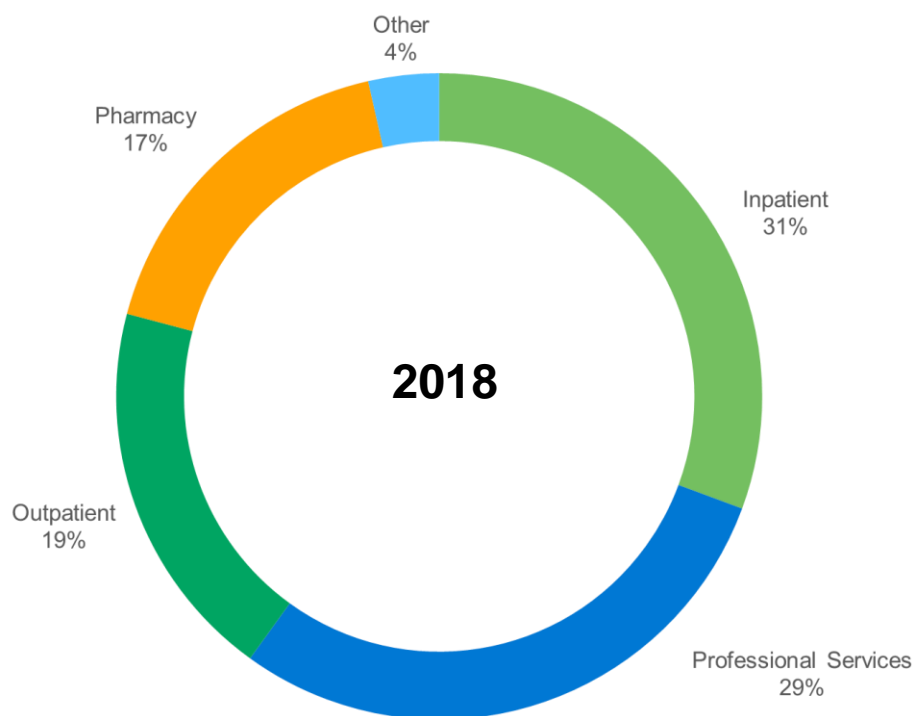


# Medical

## Components Of Spending

2022 Milliman Medical Index

The components of spending represent those of a “typical American family of four” defined as a male age 47, a female age 37, child age 4, and a child under the age of 1.

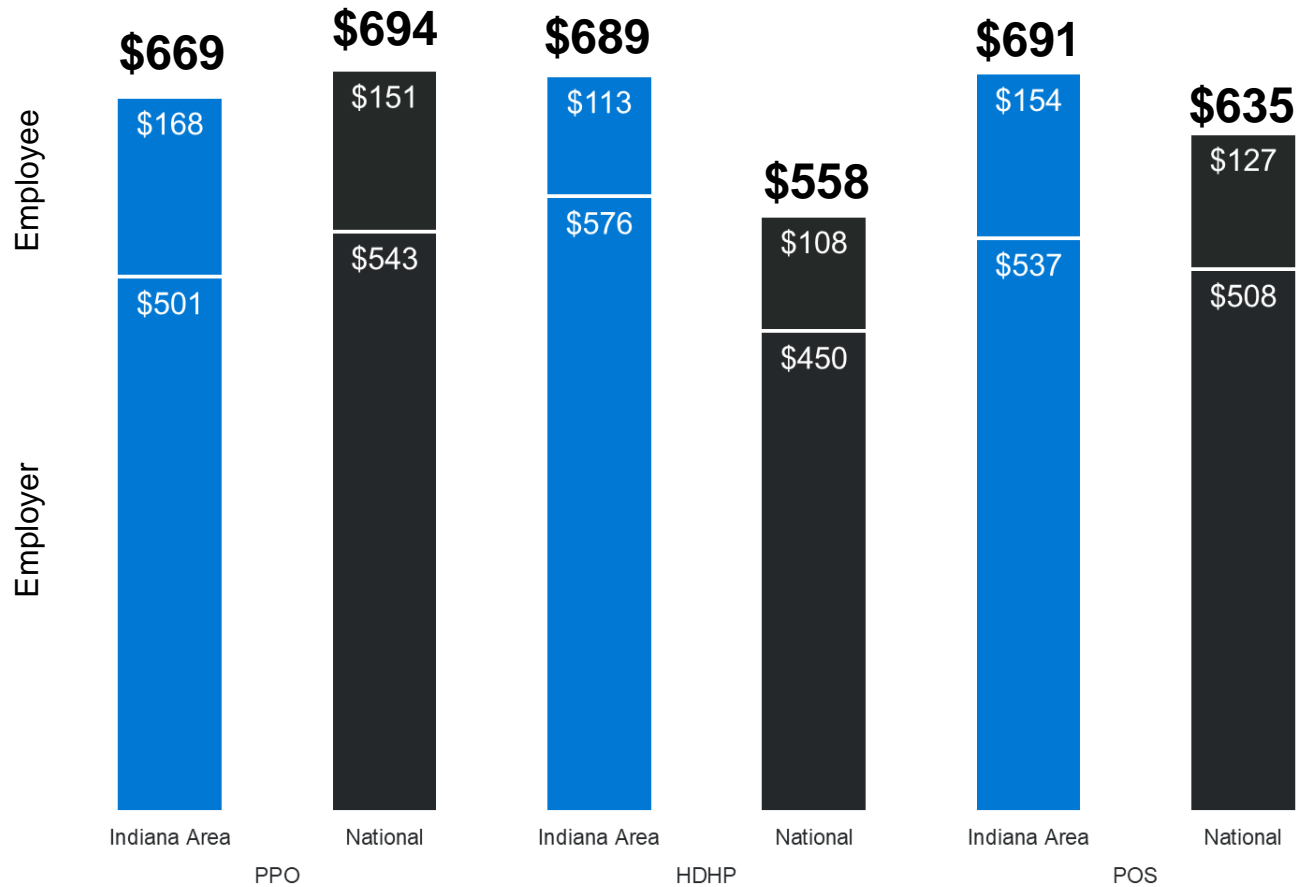


\*2022 Milliman Medical Index (May 2022): [us.milliman.com/en/insight/2022-Milliman-Medical-Index](https://us.milliman.com/en/insight/2022-Milliman-Medical-Index)  
Percentages do not add to 100% due to rounding



## Premium Rates

Employee Only

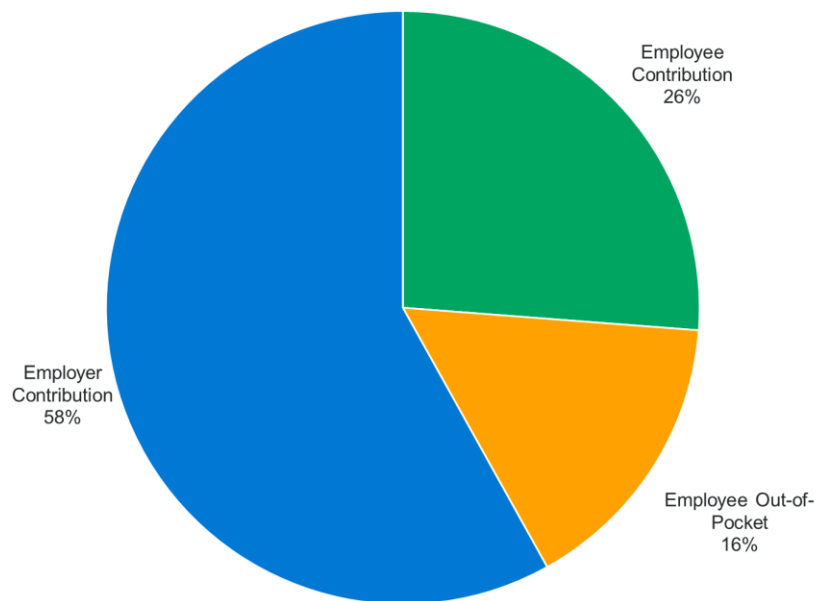


Based on the 2022 Indiana Area responses

## Employee's Share Of Healthcare Costs

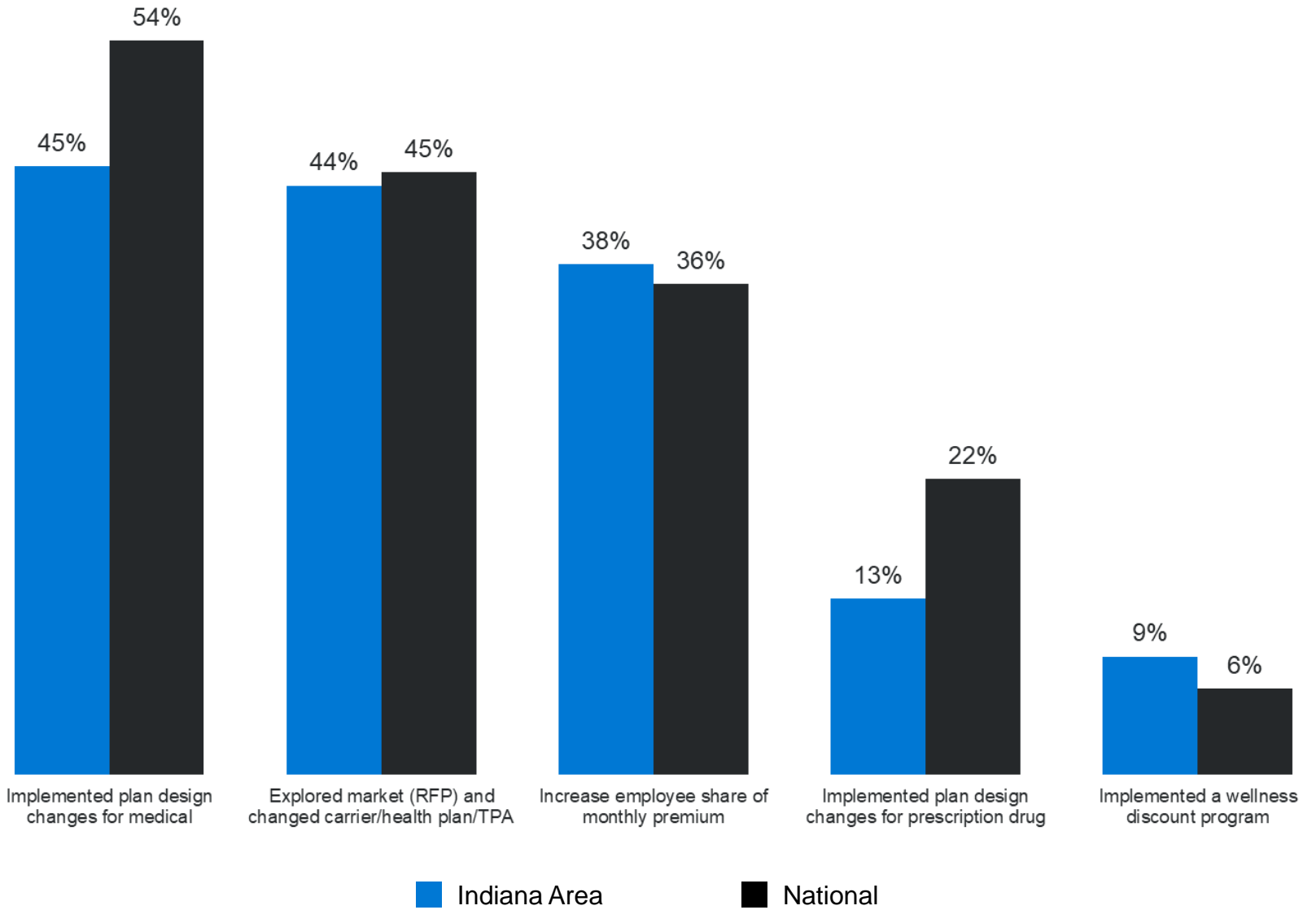
2022 Milliman Medical Index

For an average person, the Milliman Medical Index estimates that employers paid for 58% of the total costs in 2022.



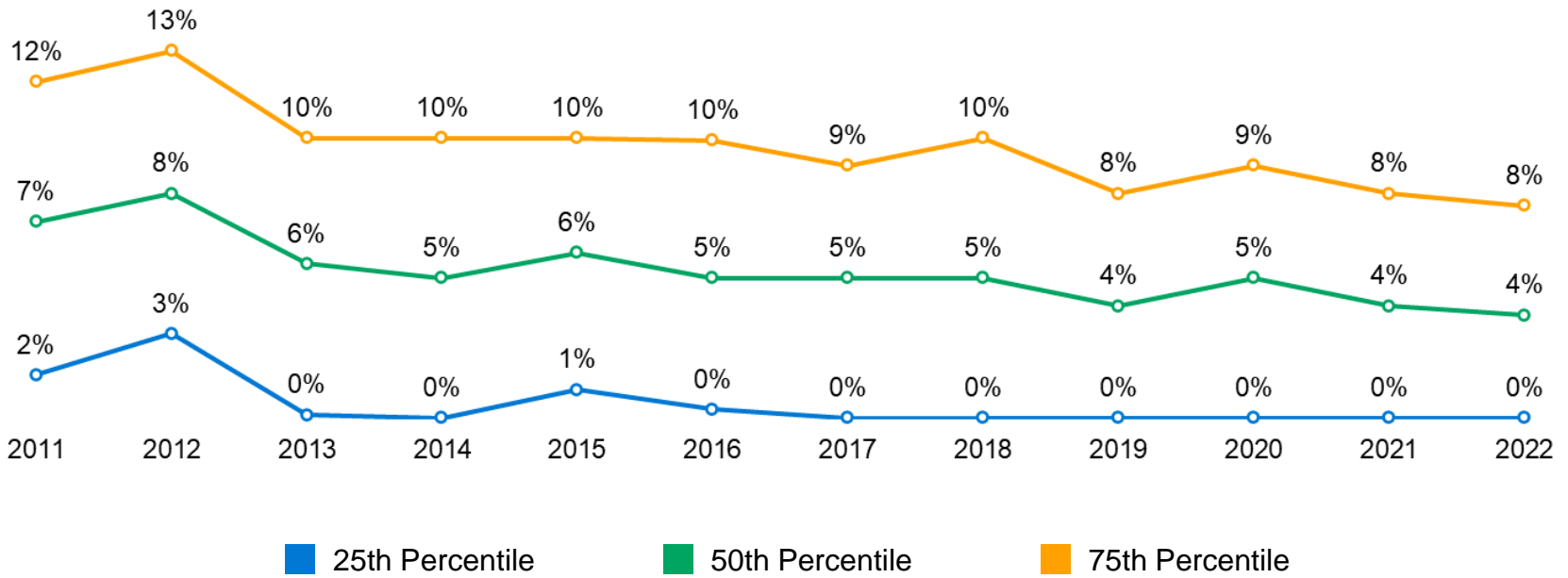
\*2022 Milliman Medical Index (May 2022): Figure 6 – Relative Proportions of 2022 Medical Costs  
Percentages do not add to 100% due to rounding

# MANAGING COSTS

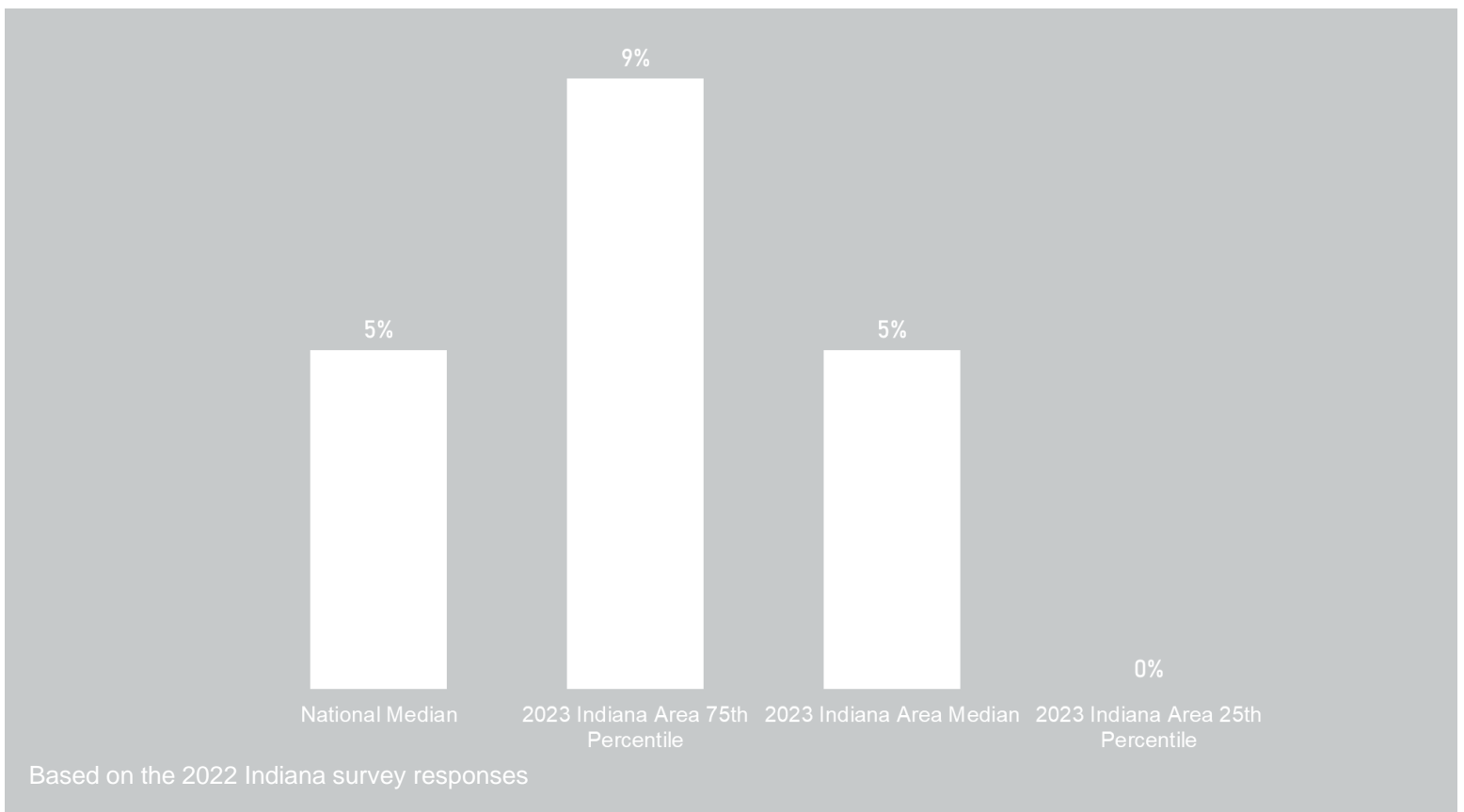


# HEALTHCARE INFLATION

(EMPLOYER RENEWAL INCREASE AFTER PLAN DESIGN CHANGES)



Based on 2022 National survey responses



Based on the 2022 Indiana survey responses

# Rx Drug Copays

	PPO	POS
Generic	\$15	\$10
Form	\$40	\$35
Non-form	\$70	\$60
Specialty	\$70	\$95



**54%** of medical plans structure their prescription drug benefit as \$ copays (not subject to deductible)

**17%** of medical plans require mandatory generic drugs

According to the 2022 Milliman Medical Index (MMI), pharmacy costs for the average person will grow by 8.3% from 2021 to 2022.

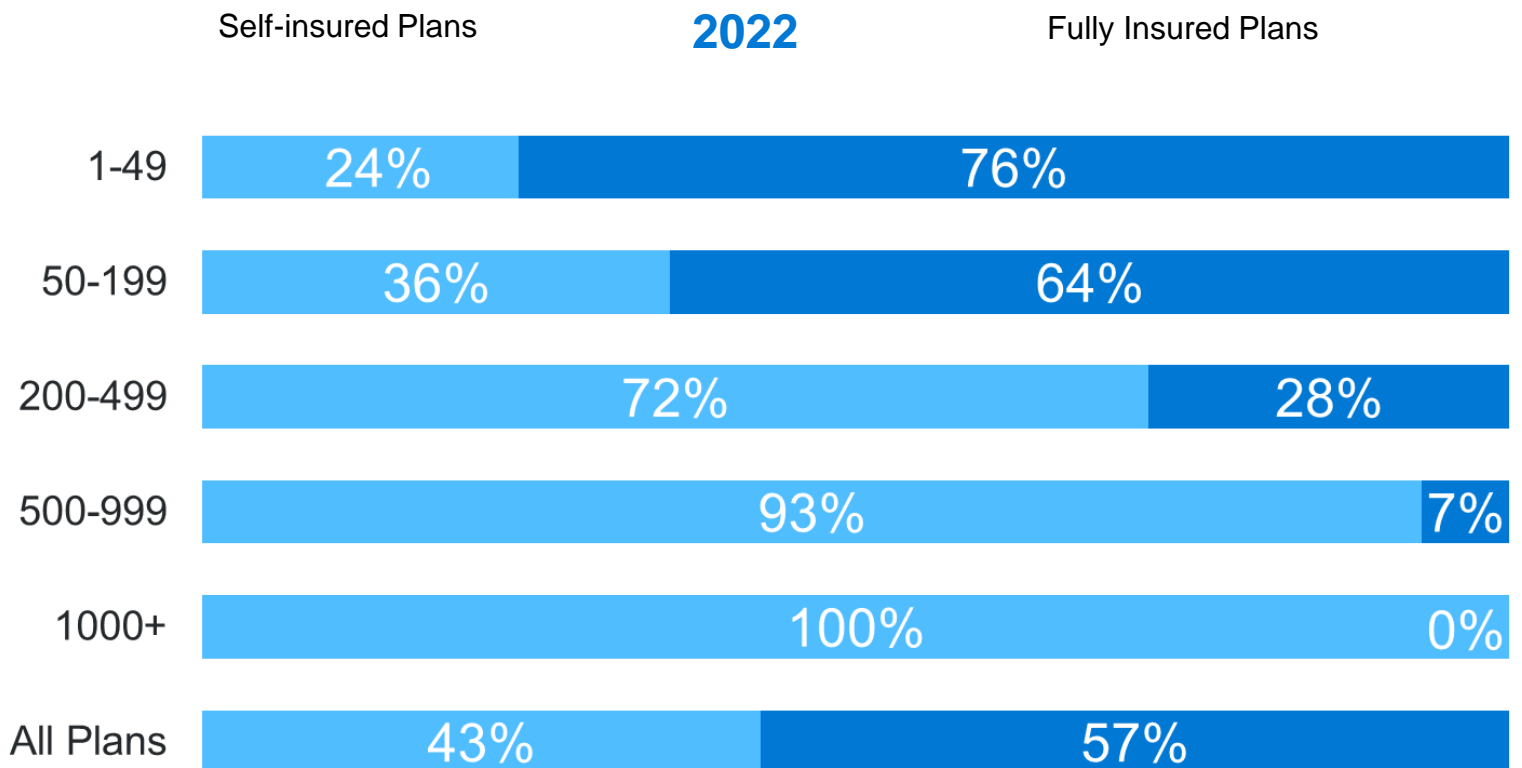
Based on the 2022 Indiana Area survey responses

## Price Transparency

With a growing emphasis on price transparency, the healthcare market is one of the few that is a step behind - most do not know they can shop healthcare pricing. Among a few organizations that focus on shedding light onto price transparency, Milliman offers a [price transparency solution](#) for payers and providers through a partnership with Turquoise which details a variety of charges for common procedures in different areas. Another resource for Medicare can be found at Medicare.gov with their Procedure Price Lookup tool. This allows you to see how much a procedure would cost under Medicare. These are two ways to supplement clarity around healthcare costs.

## Funding Strategies

Milliman's Self-Insured Feasibility Analysis (SIFA) calculates the cost savings or increase from a self-insured funding arrangement. We take the guess work out of an employer's difficult decision and provide a clear picture of what a funding change will look like for both the short and long term. If you are interested in finding your potential cost savings, contact your Milliman consultant.



Based on the 2022 Indiana Area survey responses

## Additional Contribution Strategies

**Spousal Carve Out** 11%

**Spousal Surcharge** 2%

\$108 Median Spousal Surcharge Monthly Amount

**Smoker Differential** \$43

**% of Employers Offering** 10%

**Wellness Differential** \$74

**% of Employers Offering** 9%

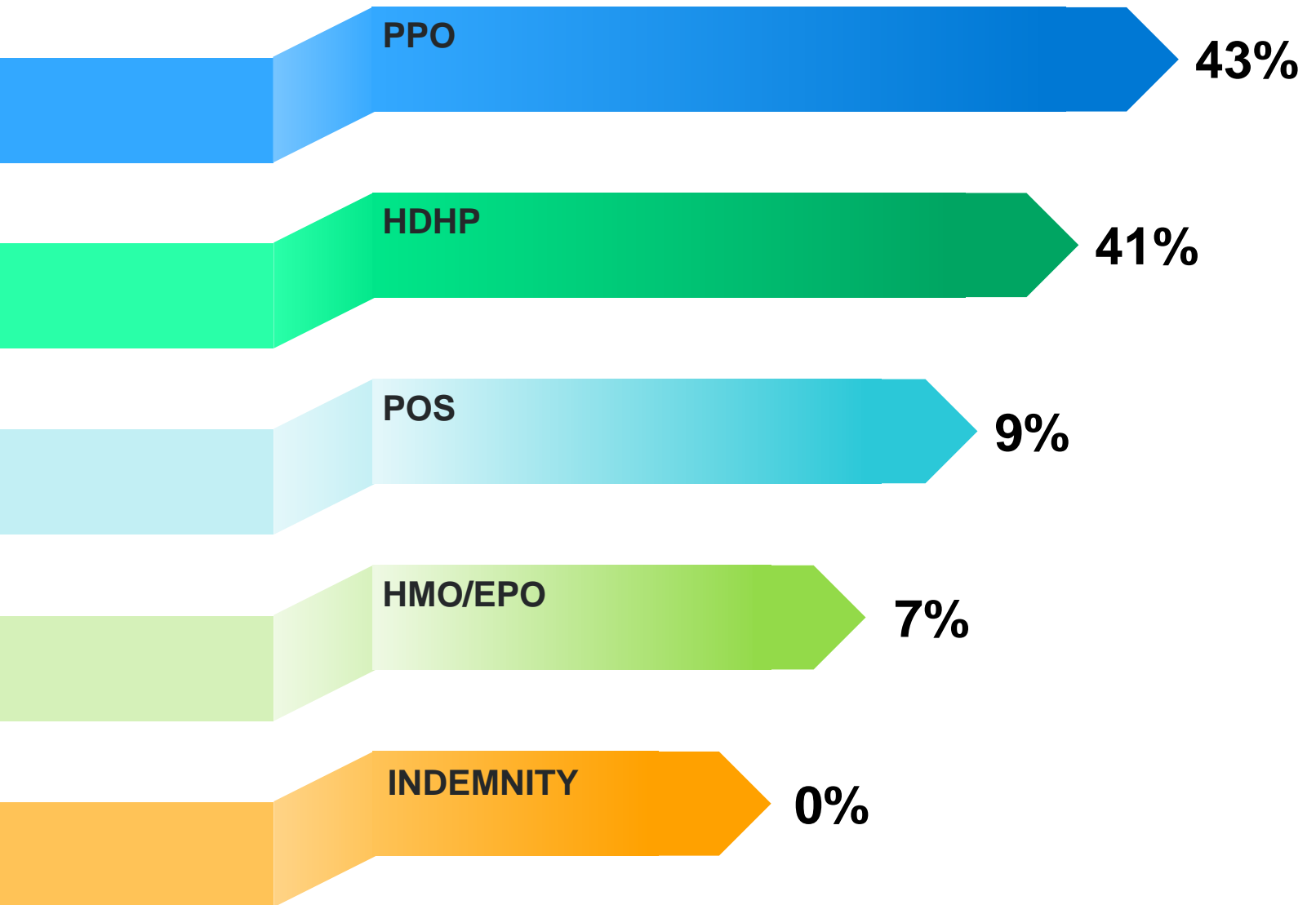
**Medical Waiver Credit** \$5,000

**% of Employers Offering** 1%

Based on the 2022 Indiana Area survey responses



## Plan Prevalence



## Number Of Plans Offered

32%

1 PLAN

30%

2 PLANS

31%

3 PLANS

17%

4+ PLANS

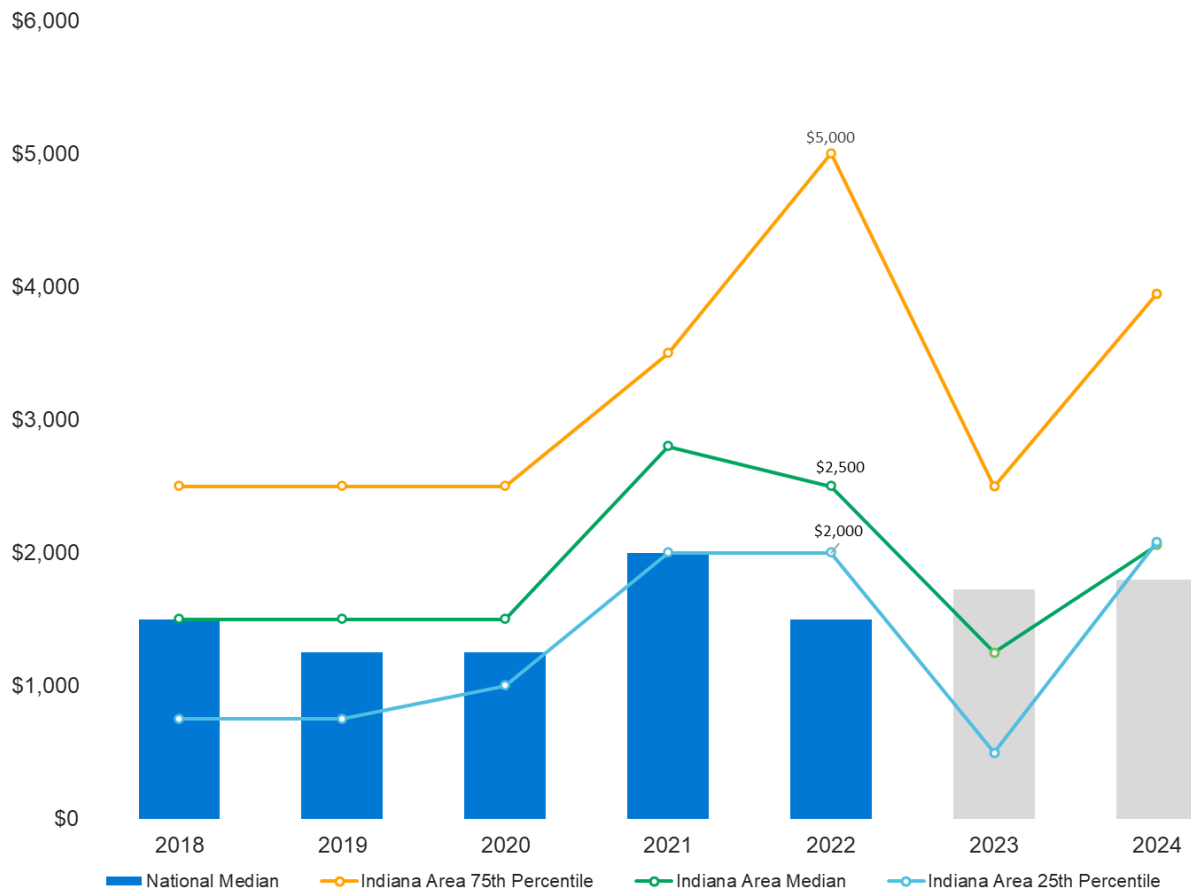
Based on the 2022 Indiana Area survey responses

# PPO - Plan Designs

	2022 Indiana Area (In-network/Out-of-network)	2022 National (In-network/Out-of-network)
Deductible	\$2500/\$6000	\$1500/\$4000
Coinsurance	20%/40%	20%/40%
OOP Max	\$5500/\$12000	\$5000/\$11000
Office Visit Copay	\$25	\$25
Specialist Copay	\$50	\$25
Rx Copays (retail)	\$15/\$40/\$70/\$70	\$10/\$35/\$70/\$125

Deductibles and Out of Pocket Maximums are based on single coverage

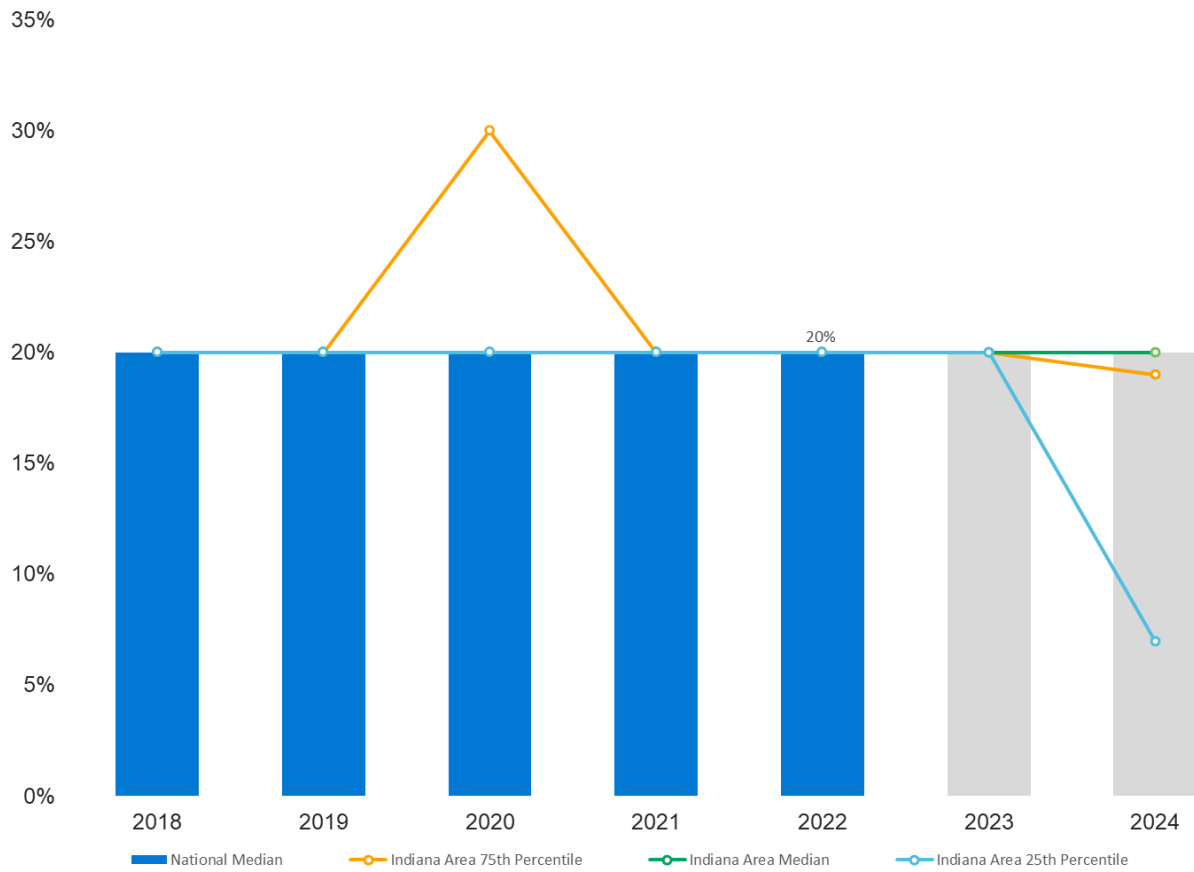
## Deductible



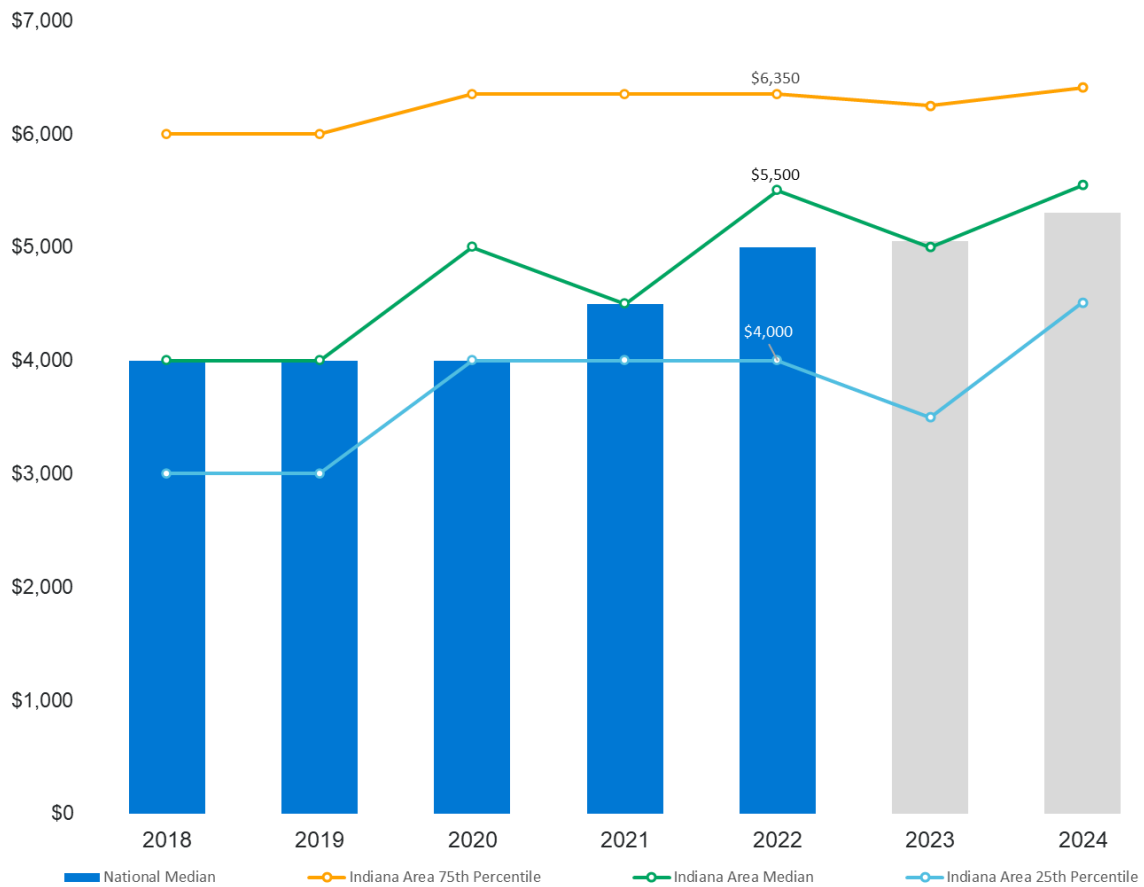
Data is forecasted for 2023 and 2024 based on historical trends



# Coinsurance

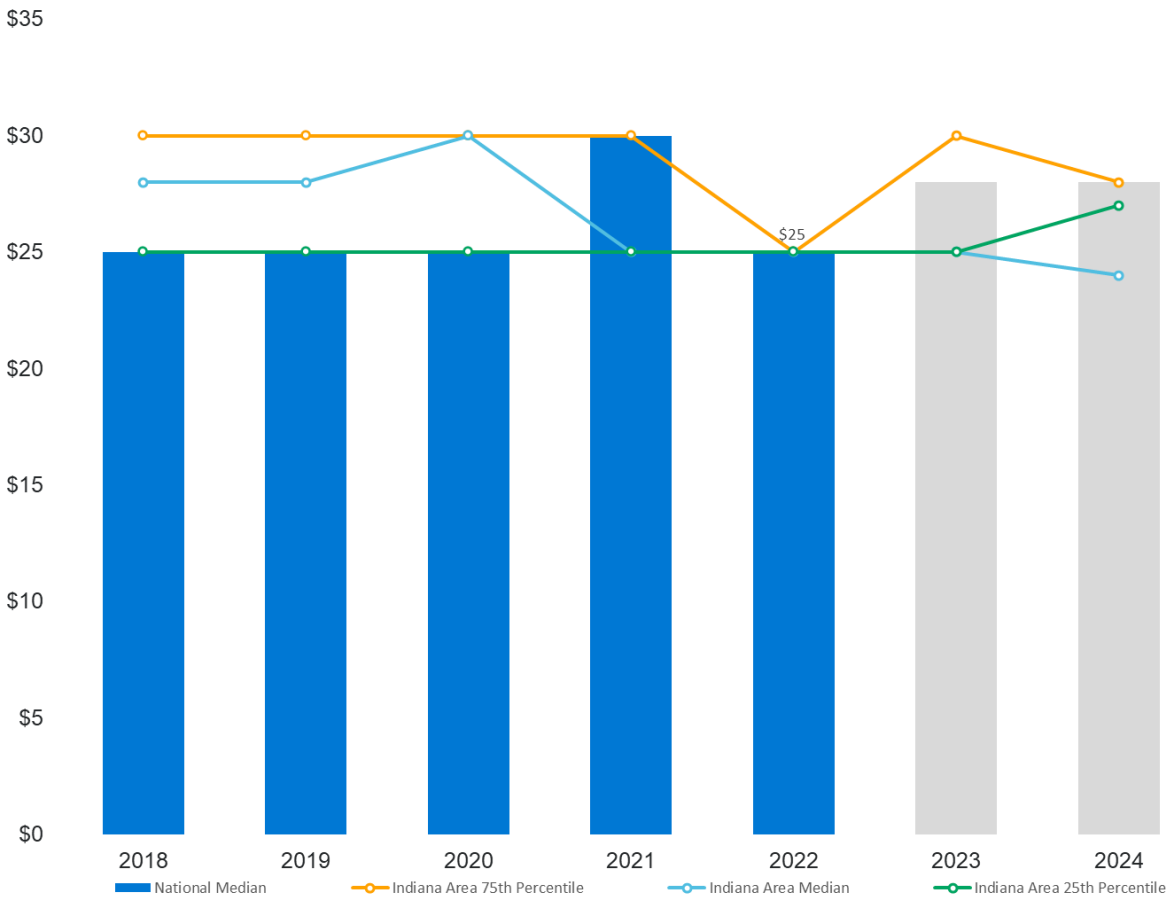


# Out-of-pocket Max



Data is forecasted for 2023 and 2024 based on historical trends

# Office Visit Copay



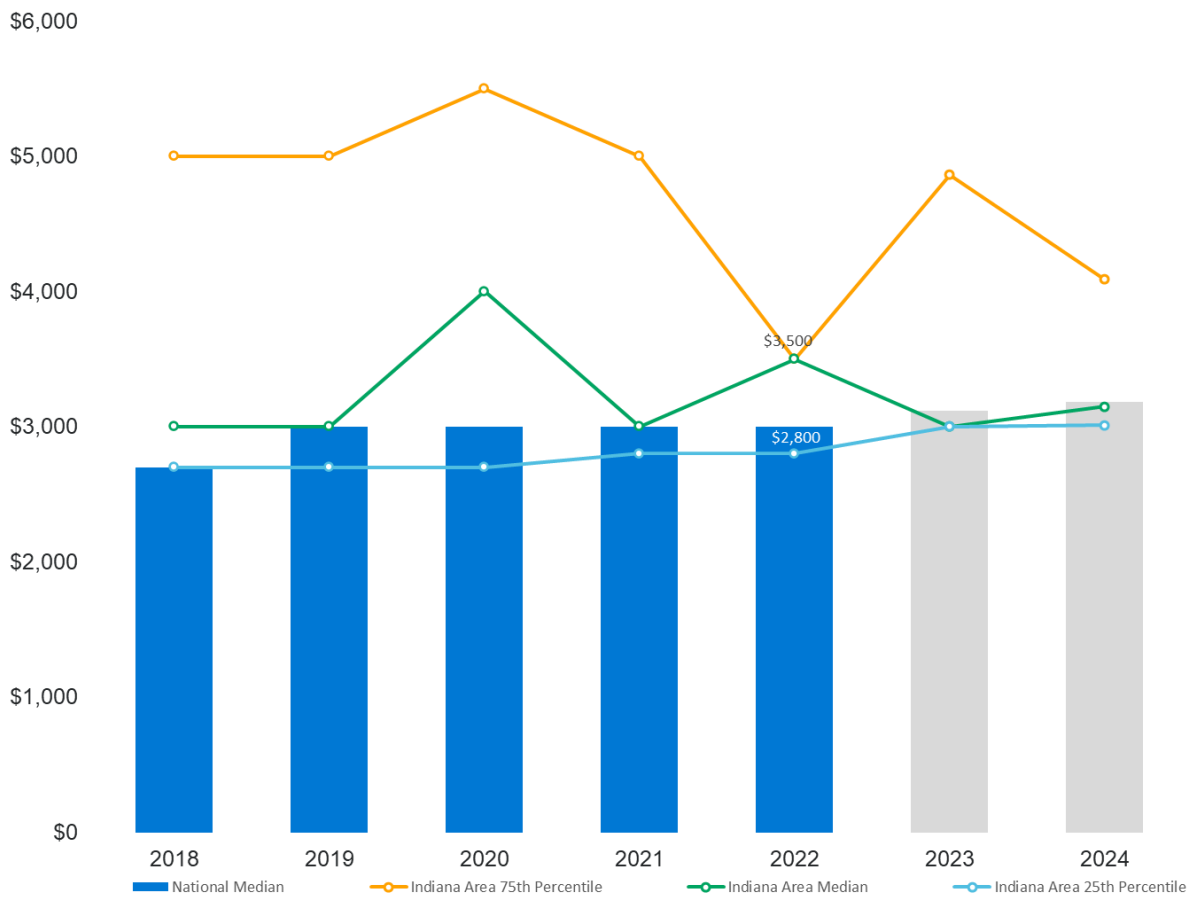
Data is forecasted for 2023 and 2024 based on historical trends

# HDHP - Plan Designs

	2022 Indiana Area (In-network/Out-of-network)	2022 National (In-network/Out-of-network)
Deductible	\$3500/\$7000	\$3000/\$6000
Coinsurance	20%/40%	10%/40%
OOP Max	\$5500/\$10000	\$5400/\$12000
	Employee Only/Family	Employee Only/Family
Employer Contribution (HSA/HRA)	\$675/\$1000	\$750/\$1200

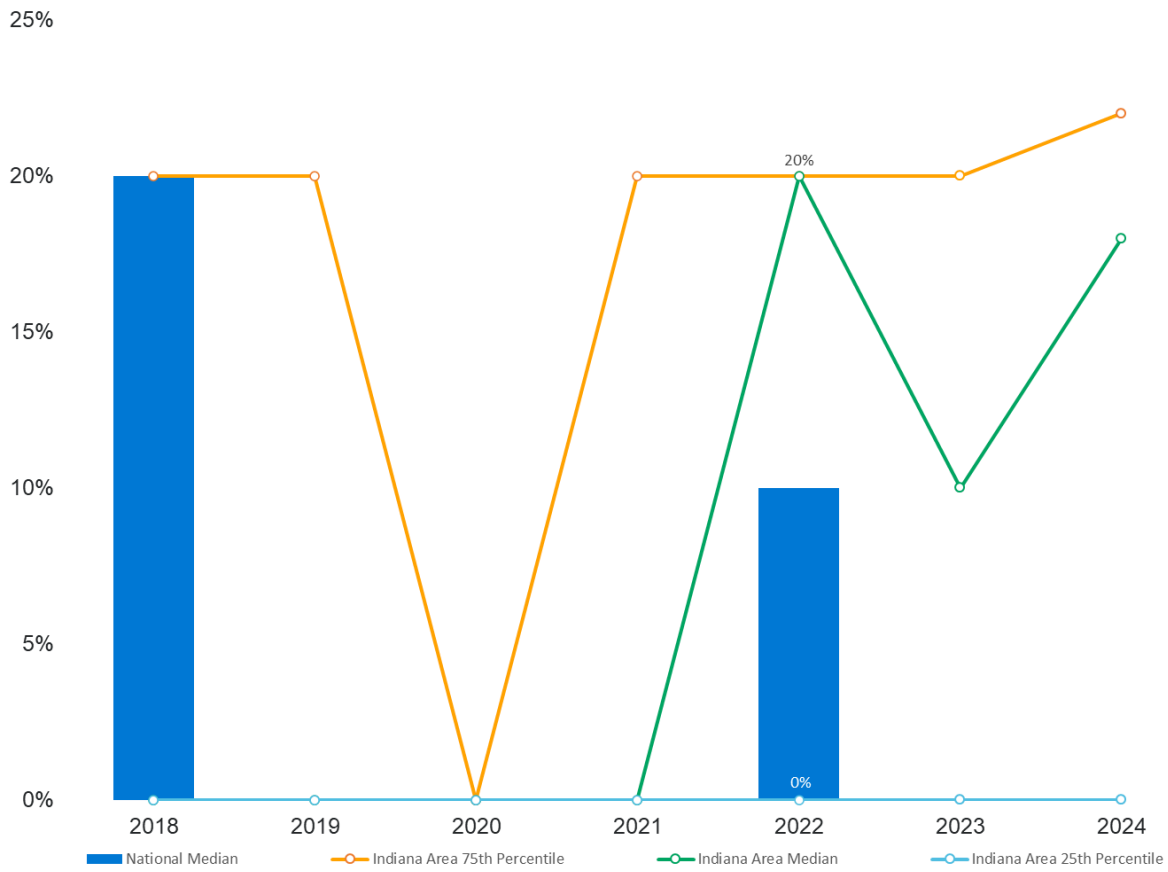
Deductibles and Out of Pocket Maximums are based on single coverage

## Deductible

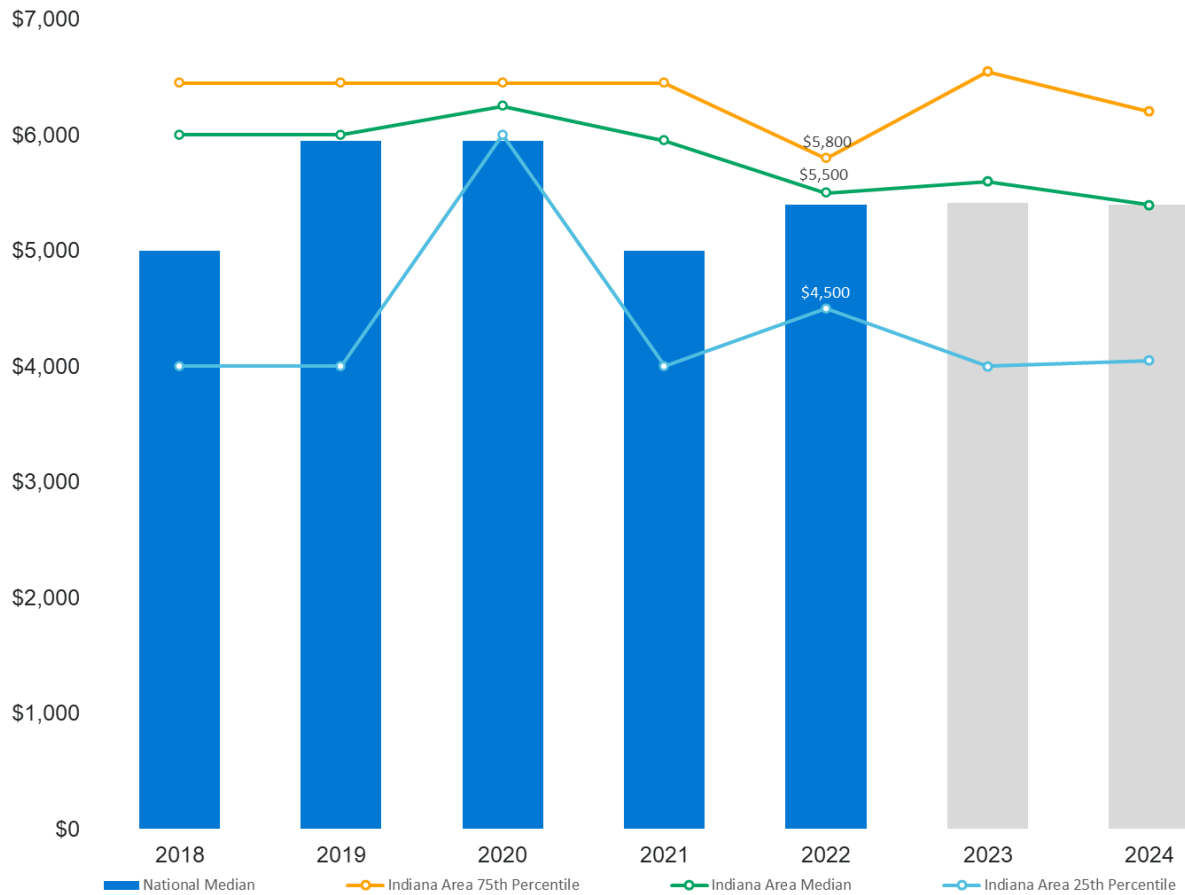


Data is forecasted for 2023 and 2024 based on historical trends

# Coinsurance



# Out-of-pocket Max



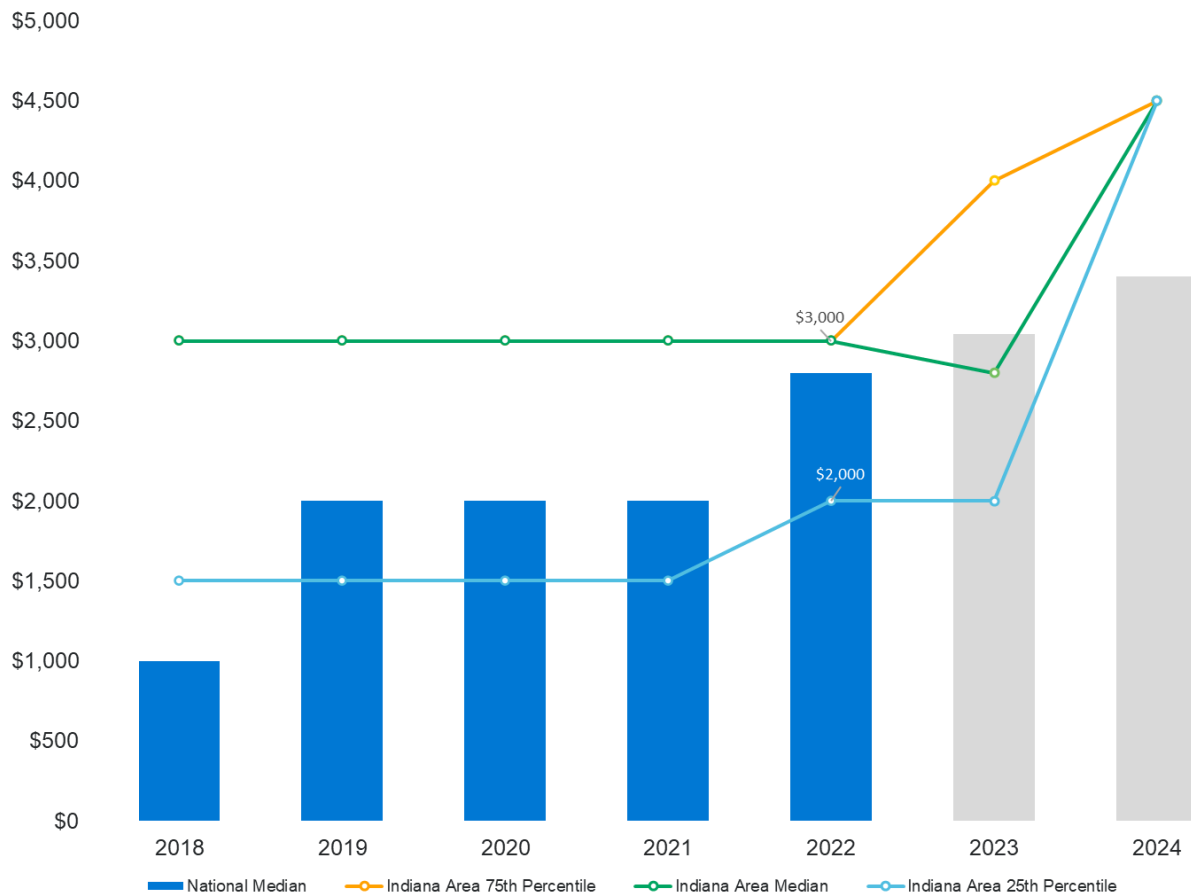
Data is forecasted for 2023 and 2024 based on historical trends

# POS - Plan Designs

	2022 Indiana Area (In-network/Out-of-network)	2022 National (In-network/Out-of-network)
Deductible	\$2800/\$5200	\$2800/\$4000
Coinsurance	0%/50%	10%/40%
OOP Max	\$6000/\$12000	\$6000/\$12000
Office Visit Copay	\$30	\$25
Specialist Copay	\$50	\$50
Rx Copays (retail)	\$10/\$35/\$60/\$95	\$10/\$45/\$70/\$250

Deductibles and Out of Pocket Maximums are based on single coverage

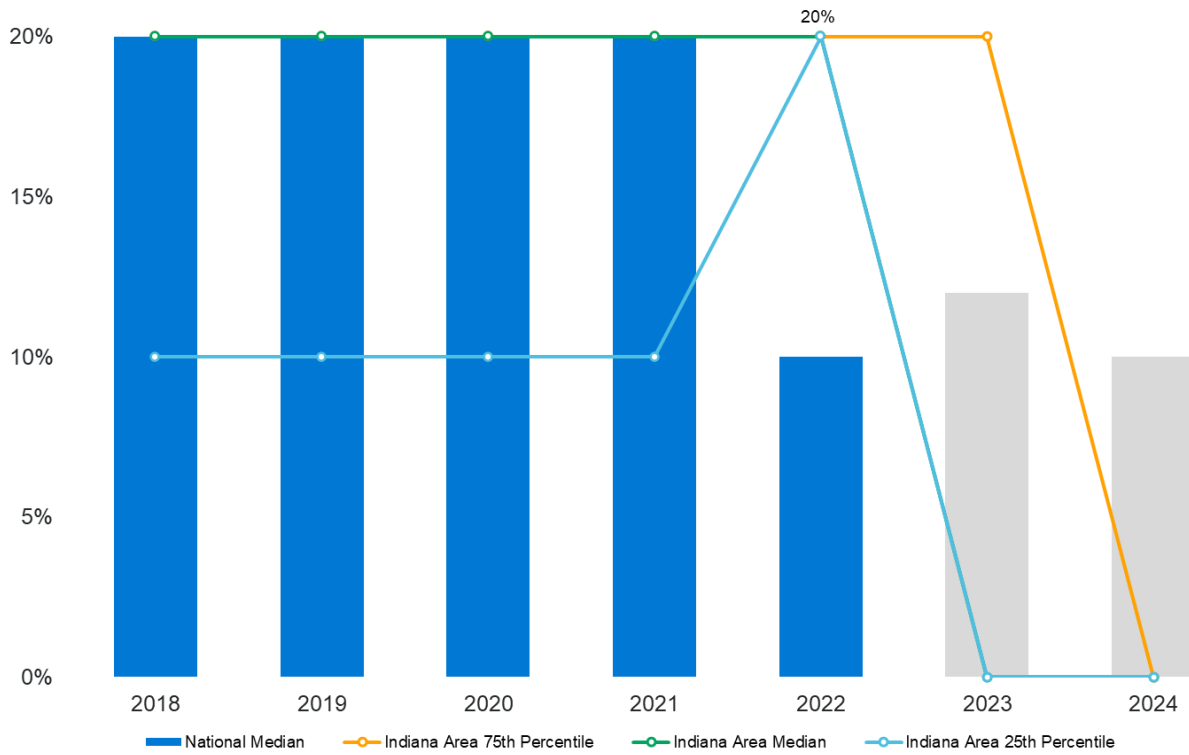
## Deductible



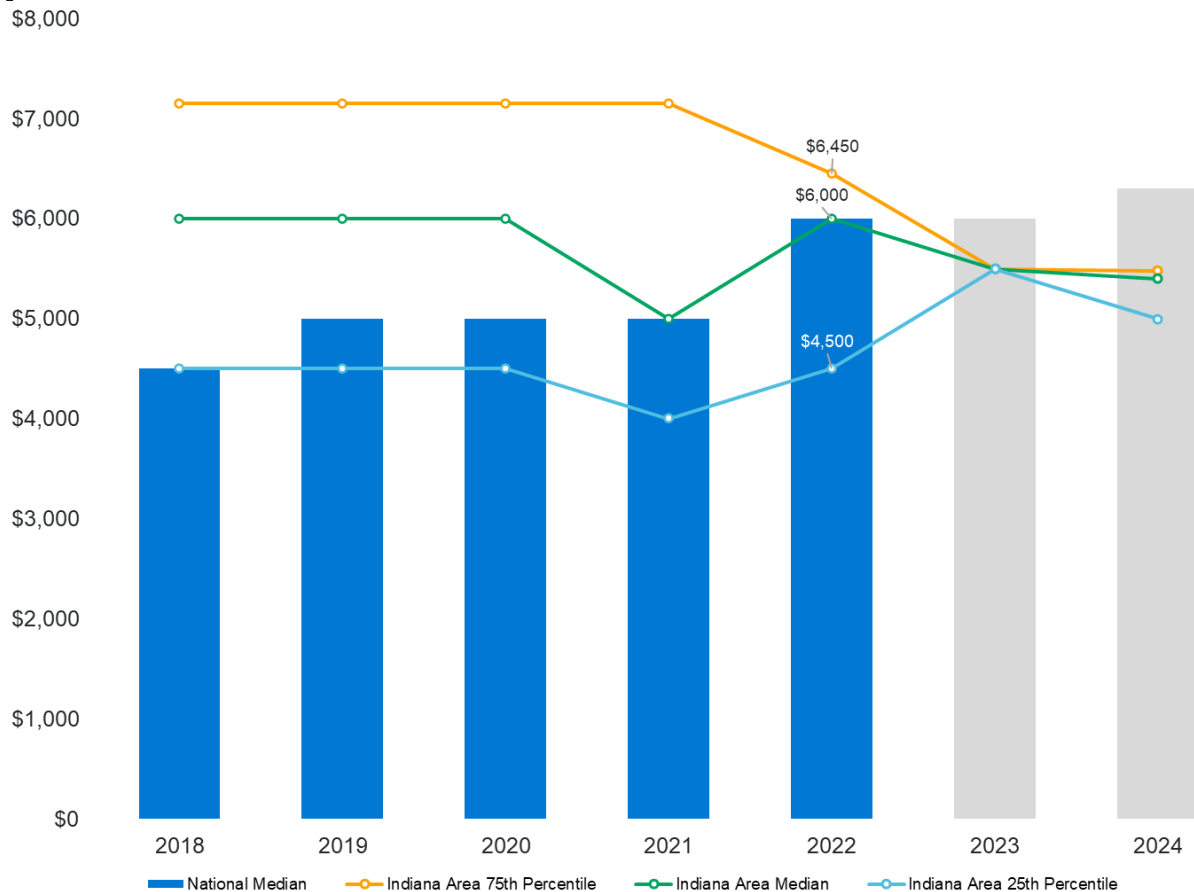
Data is forecasted for 2023 and 2024 based on historical trends

# Coinsurance

25%

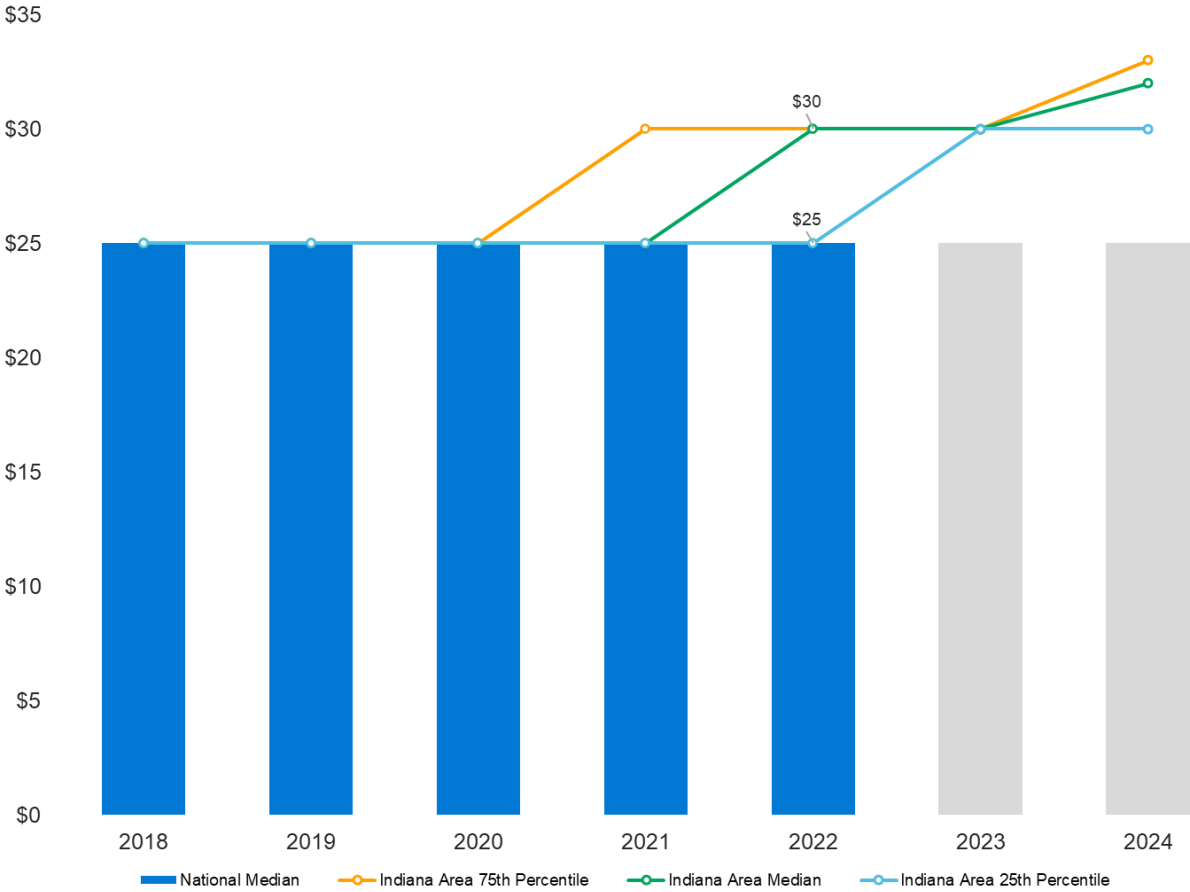


# Out-of-pocket Max



Data is forecasted for 2023 and 2024 based on historical trends

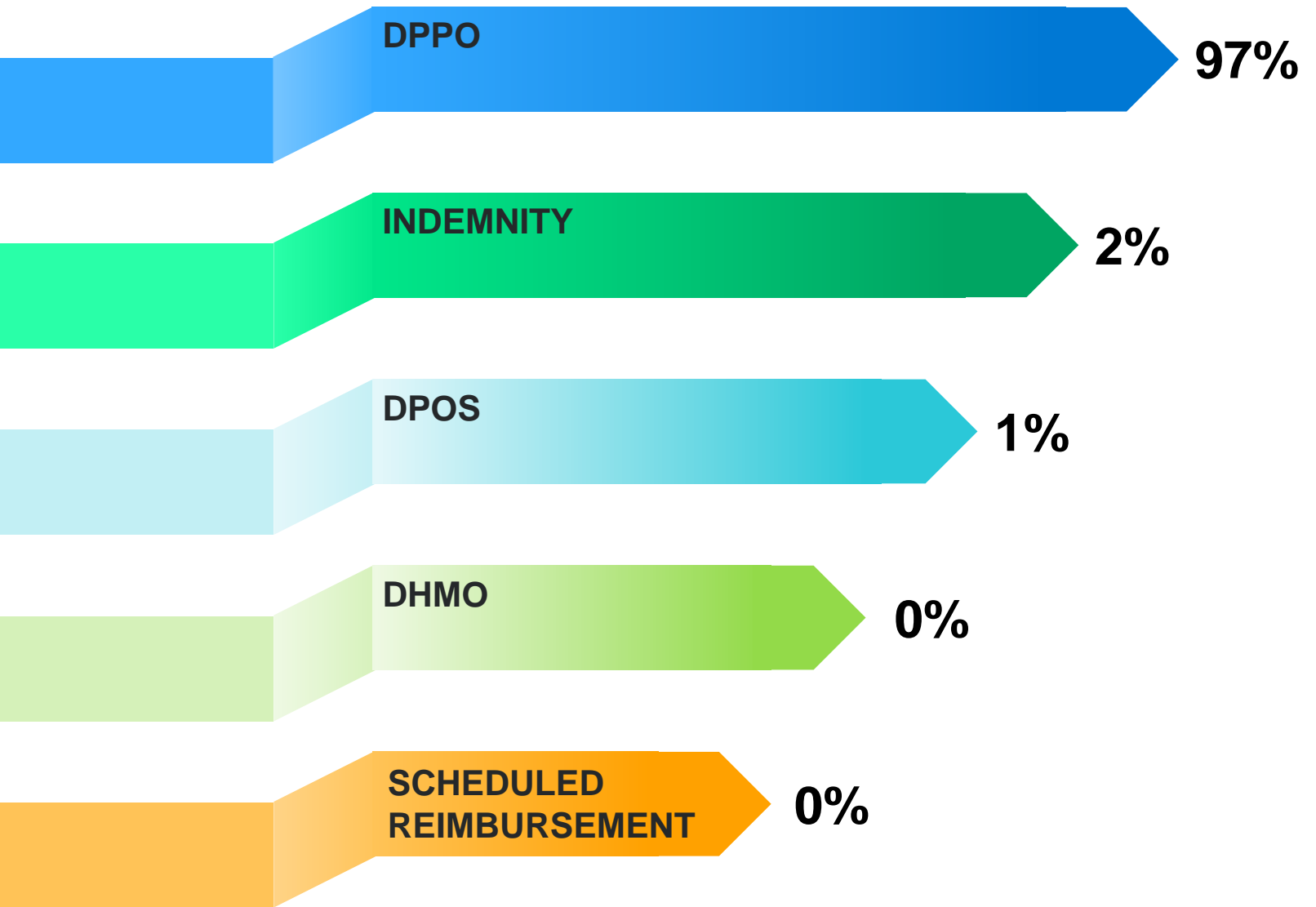
# Office Visit Copay



Data is forecasted for 2023 and 2024 based on historical trends

# Dental

## Plan Prevalence



20% of employers offer no coverage

## Number Of Plans Offered

84%

1 PLAN

15%

2 PLANS

1%

3 PLANS

Based on the 2022 Indiana Area survey responses



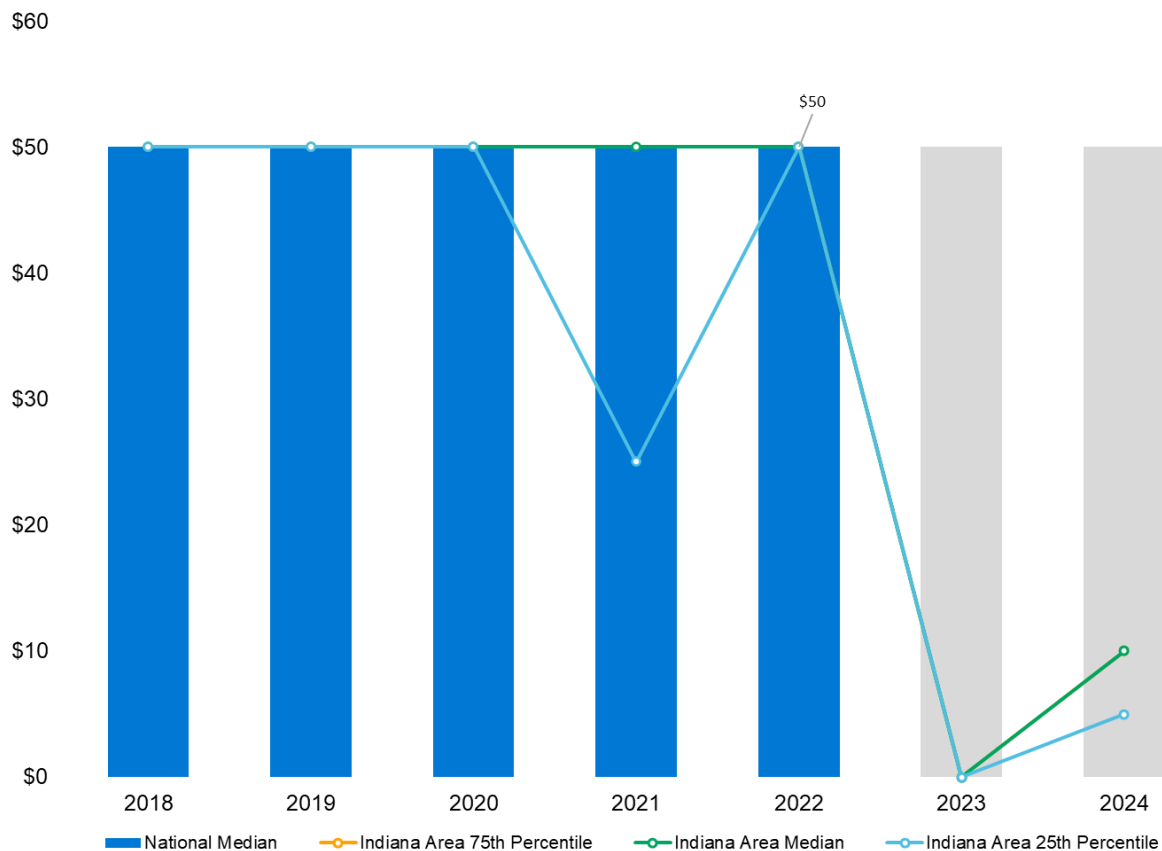
# DPPO - Plan Designs

		2023 Indiana Area (In-network/Out-of-network)	2023 National (In-network/Out-of-network)
<b>Deductible</b>		\$0/\$50	\$50/\$50
<b>Coinsurance</b>	<b>Preventative</b>	0%	0%
	<b>Basic</b>	20%	20%
	<b>Major</b>	50%	50%
	<b>Orthodontia</b>	50%	50%
<b>Annual Max</b>		\$1,000/\$1,000	\$1,500/\$1,500
<b>Ortho Max</b>		\$1,000/\$1,000	\$1,000/\$1,200

Deductibles and Out of Pocket Maximums are based on single coverage

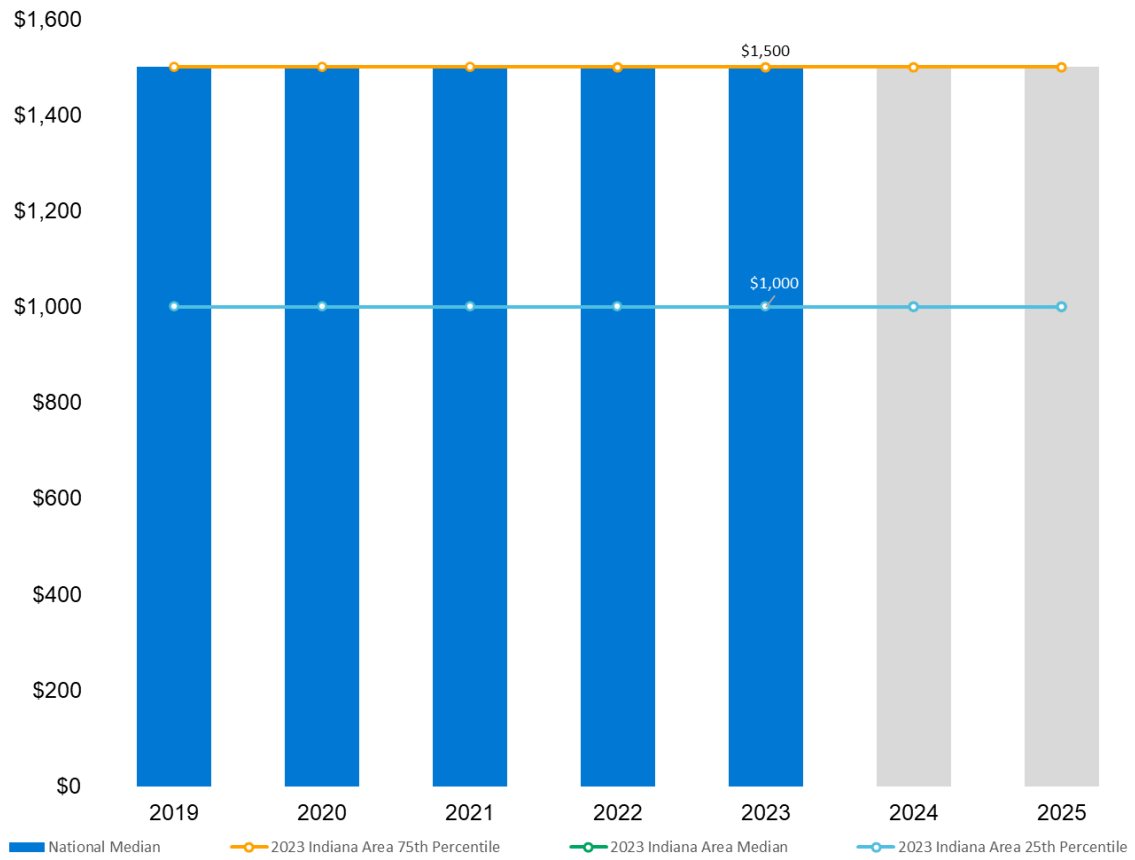
Dental plans have remained fairly constant over the past 5 years in terms of the deductible, annual benefit maximums, and orthodontia maximum. We expect these levels to remain constant.

## Deductible

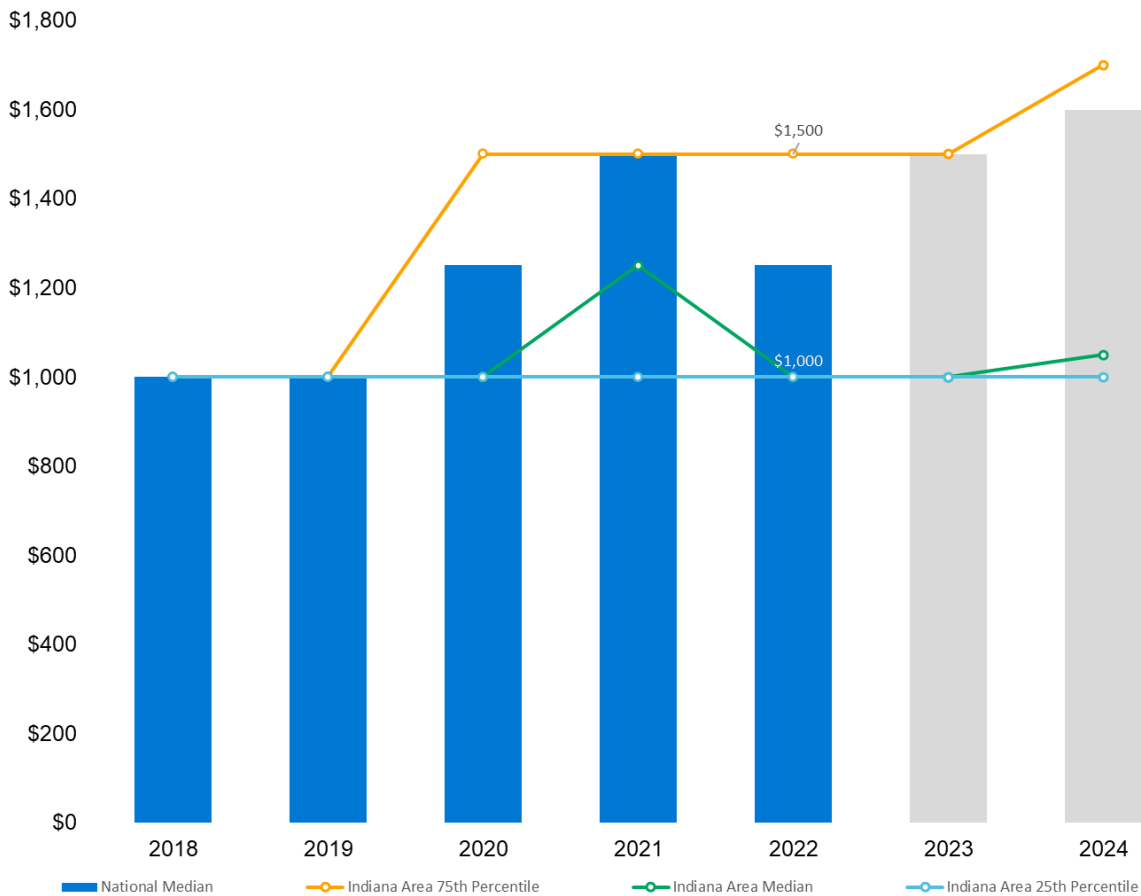


Data is forecasted for 2023 and 2024 based on historical trends

# Annual Benefit Max



# Ortho Max



Data is forecasted for 2023 and 2024 based on historical trends

# Ancillary

## Vision Benchmarks

### EYE EXAMS

Once every 12 months

**\$10**

Copay

**\$45**

Coverage

### FRAMES

Once every 24 months

**\$25**

Copay

**\$130**

Coverage

### LENSES

Once every 12 months

**\$25**

Copay

**\$130**

Coverage

### CONTACT LENSES

Once every 12 months

**\$25**

Copay

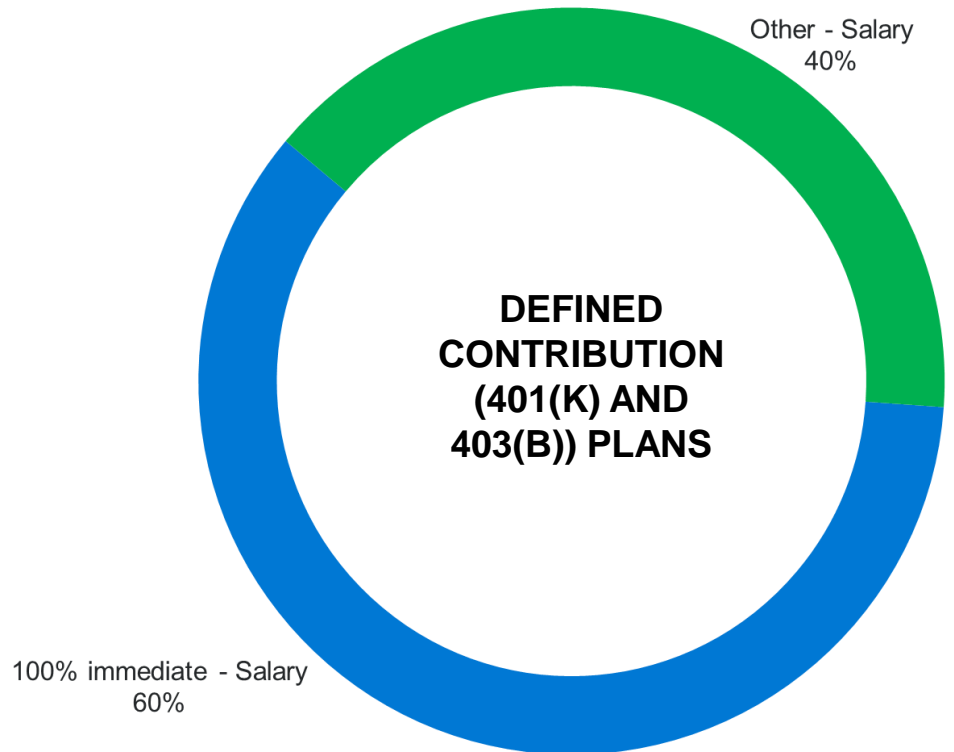
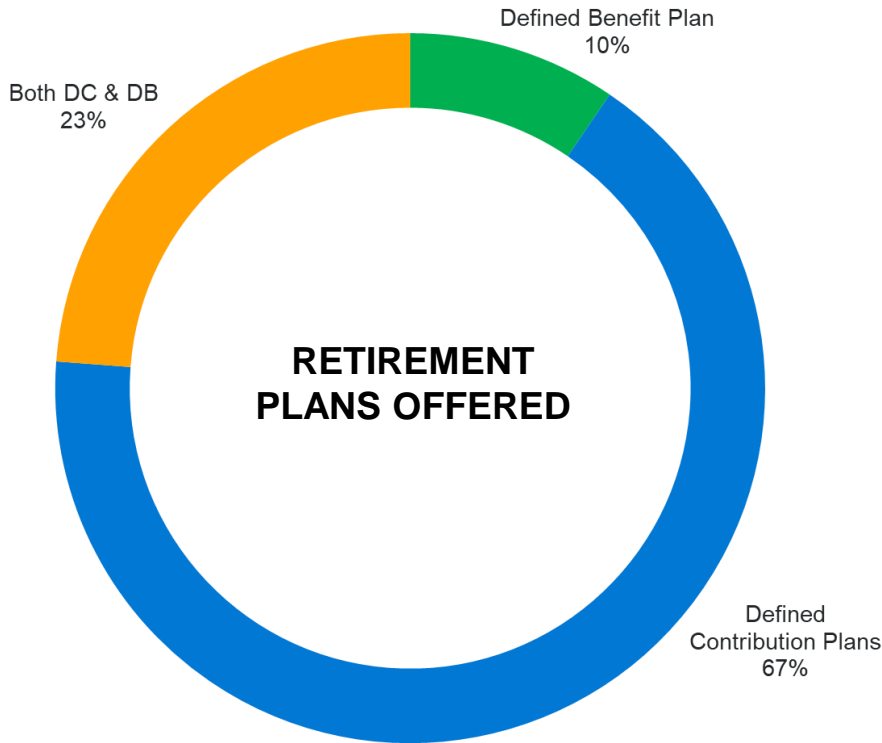
**\$130**

Coverage

Based on the 2022 Indiana Area survey responses

# Retirement

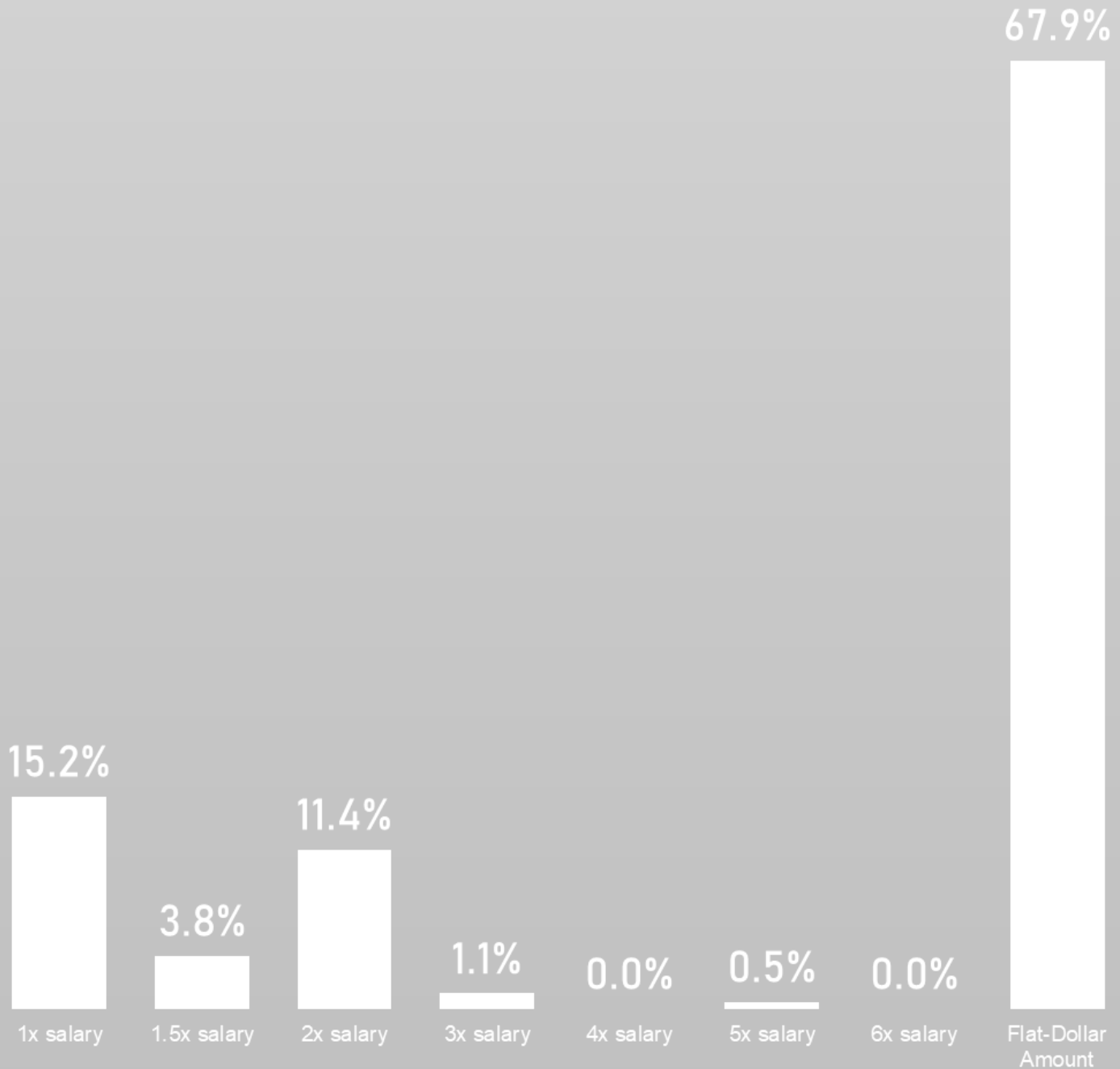
For many years, employer sponsored retirement plans have been shifting toward defined contribution (DC) plans such as 401(k) and 403(b), as opposed to the more traditional defined benefit (DB) plans. More and more, people are starting to save earlier.



Based on the 2022 Indiana Area survey responses

# Life

Basic Life insurance benefit levels have remained constant for a number of years with Flat-Dollar amount being the most common and 1x Salary being the second most common.



## Basic Life

Based on the 2022 Indiana Area survey responses

# Disability

## Long-Term

- 60% of salary replaced is offered by 77% of employers
- 100% premium paid is offered by 81% of employers
- 90-day elimination period is offered by 62% of employers

## Short-Term Accident & Illness

- 60% of salary replaced is offered by 75% of employers
- 100% premium paid is offered by 65% of employers
- 13-week duration period is offered by 44% of employers

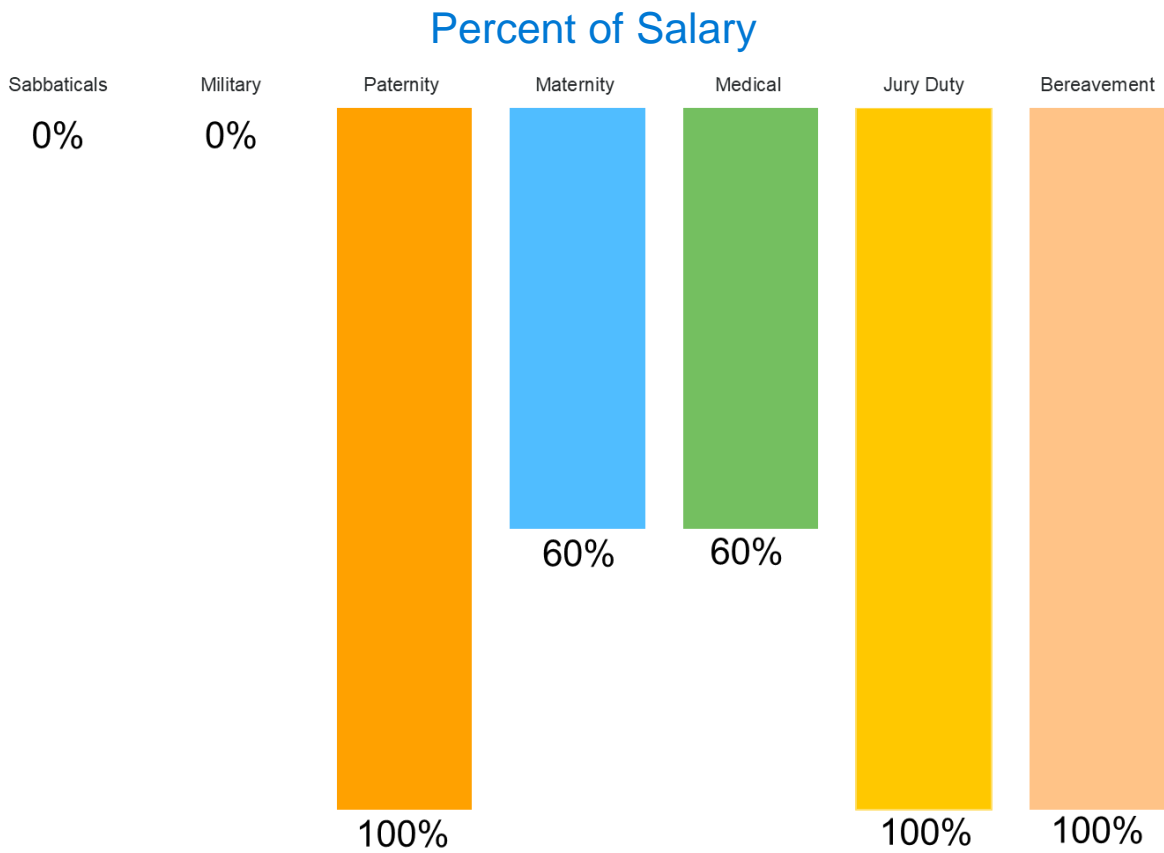
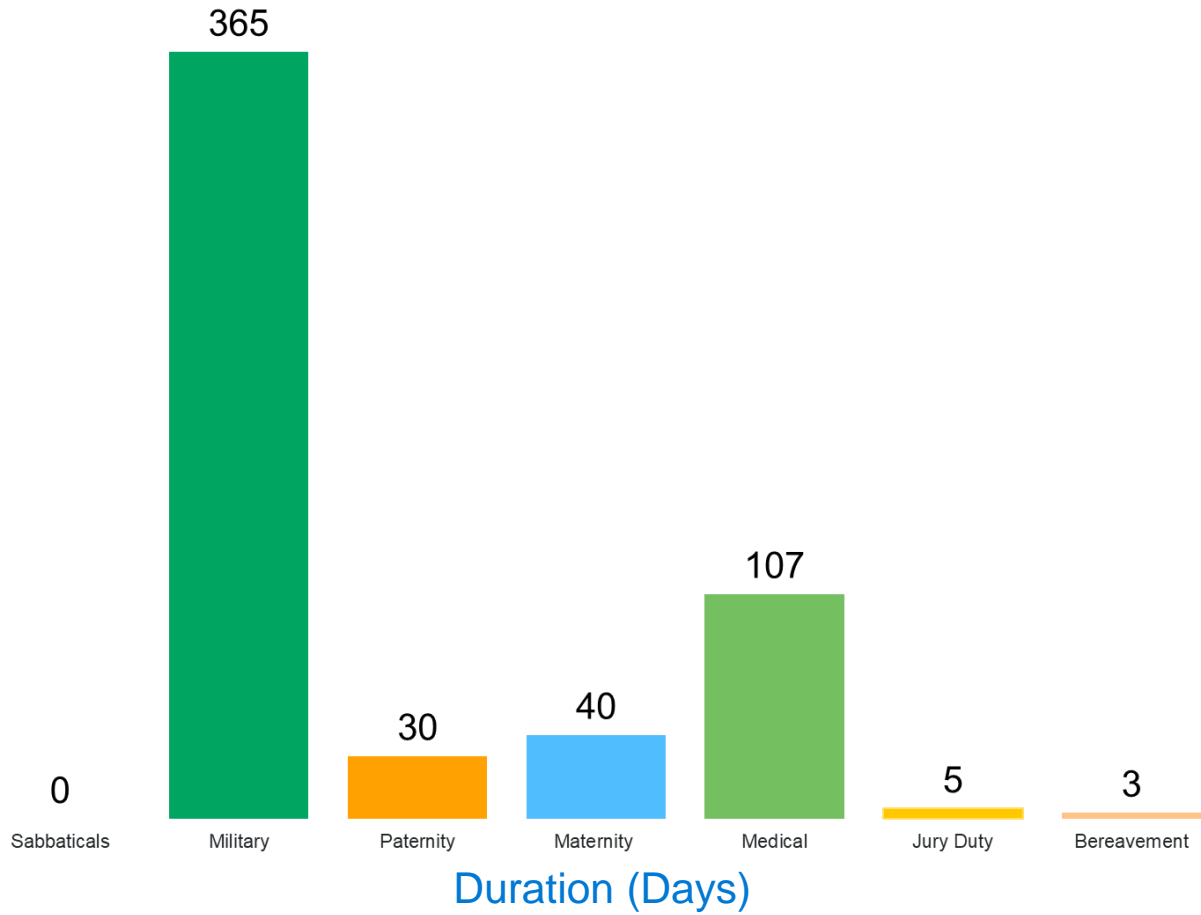
## Time Off - PTO Bank Medians



**2%** of employers offer unlimited PTO

Based on the 2022 Indiana Area survey responses

# Leaves Of Absence



## Wellness

Wellness programs are designed to better the health and morale of your employees. As an additional bonus, this creates savings within healthcare costs. Based on those offering nationally, below are the most common wellness programs.

### Top 5 Wellness Programs

93%

Employee assistance programs

42%

Wellness newsletters

40%

Web-based resources for healthy living

38%

Flu shots

33%

Smoking cessation programs

### Reasons For Offering Wellness Programs

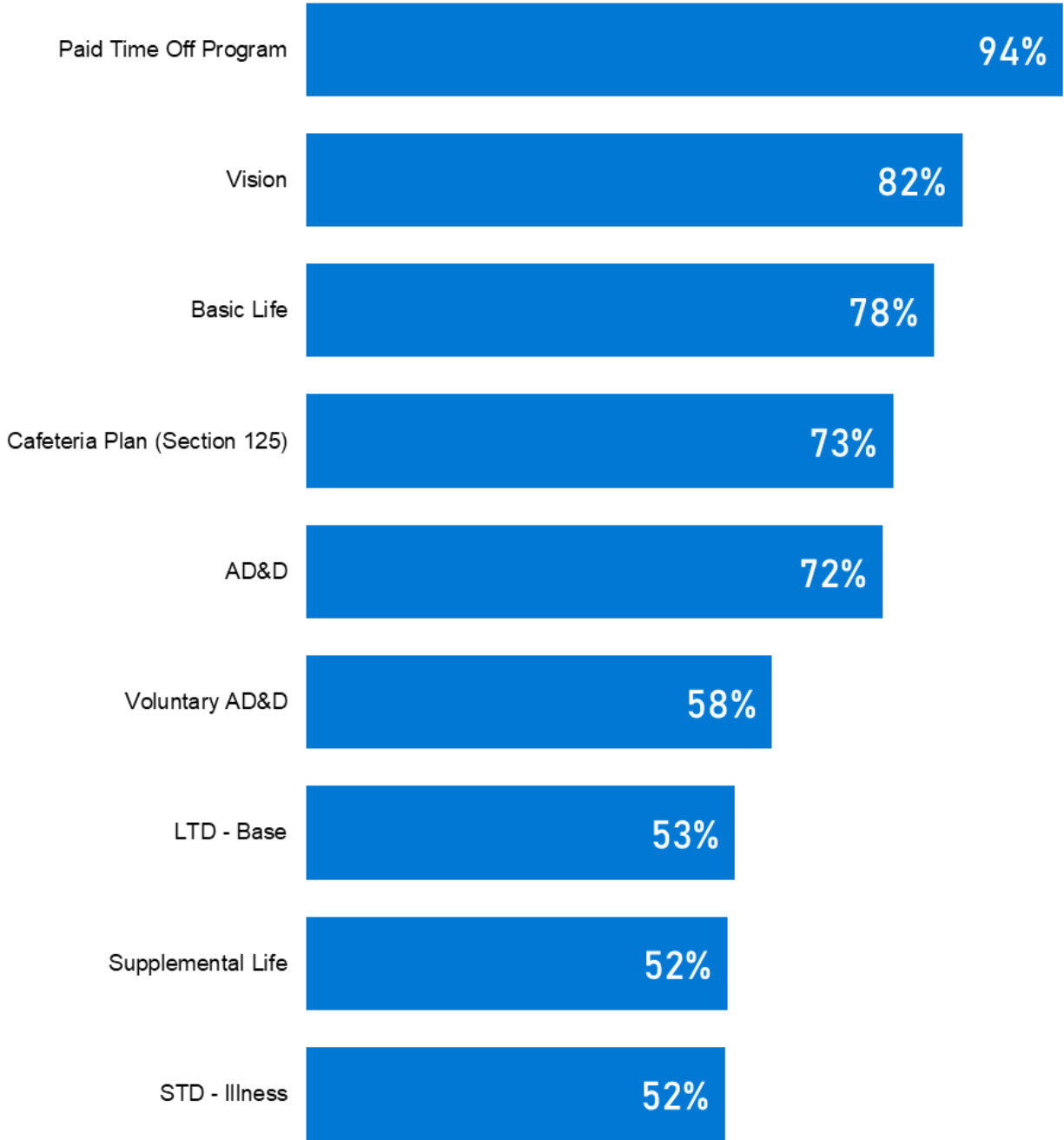
To improve the health of employees	40%
Benefits were part of the health plan	4%
Reduce health care costs	1%
Other	0%
Reduce absenteeism	1%
Improve employee morale and productivity	1%
Do not offer	53%

Based on the 2022 Indiana Area survey responses



# Benefits Provided

Additional benefits come in a variety of forms and are continually evolving to better serve employees. Some companies have taken it upon themselves to offer truly unique perks such as pet-friendly work environments or daily ice cream pints. Below are the percent of employers that offer some of the most common benefits.



Based on the 2022 Indiana Area survey responses

# Benefits Provided

60%

Free parking

25%

Pet insurance

23%

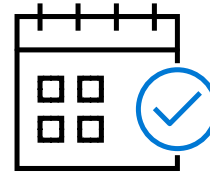
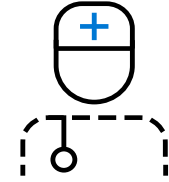
Tuition reimbursement/  
assistance

15%

Flex time schedule

13%

Telecommuting



Telemedicine available through health plan

99%

Casual dress code

14%



Snacks provided

8%

Sit-to-stand workstations

6%

Infertility benefits

4%

Based on the 2022 Indiana Area survey responses offering the benefits described above

# Reliance & Limitations

In performing our analysis, we relied on data collected from employers through an annual survey hosted by Milliman Benefits Benchmarking. This information was provided to us by various sources across the United States. If the underlying data is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete. Where practicable, the data was reviewed for consistency and reasonableness. Due to the nature of any medical block of business, results are highly variable. As such, actual results may vary from the results provided in this report.

This report and the models herein have been prepared for the use of Apex Benefit Group, Inc. in their relationship with the survey participants and are only to be relied upon by those organizations. No portion may be provided to any other party without Milliman's prior written consent. All copyrights and trademarks property of Milliman, and all rights reserved.



Milliman is among the world's largest providers of actuarial, risk management, and technology solutions. Our consulting and advanced analytics capabilities encompass healthcare, property & casualty insurance, life insurance and financial services, and employee benefits. Founded in 1947, Milliman is an independent firm with offices in major cities around the globe.

[milliman.com](https://www.milliman.com)

## CONTACT

**Lauren Efferding**  
[lauren.efferding@milliman.com](mailto:lauren.efferding@milliman.com)

**Logan Larson**  
[logan.larson@milliman.com](mailto:logan.larson@milliman.com)